THE FACTORIES ACT, 1948 (LXIII OF 1948).

G. N., Lab. & H. D., No. 44/48, dated 8th April 1950 (B. G., Pt. IV-A, p. 135). Bombay Factories Rules, 1950.

Amended by G. N., Lab. & H. D., No. 44/48, dated 15th August 1950.

Amended by G. N., Lab. & H. D., No. 44/48, dated 30th September 1950.

Amended by G. N., Lab. & H. D., No. 44/48, dated 10th January 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 25th May 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 7th June 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 10th July 1951.

Amended by G. N., Lab. & H. D., No. 44/48-I, dated 22nd August 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 7th September 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 28th September 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 24th December 1951.

Amended by G. N., Lab. & H. D., No. 44/48, dated 18th January 1952.

Amended by G. N., Lab. & H. D., No. 44/48, dated 24th January 1952.

Amended by G. N., Lab. & H. D., No. 44/48, dated 25th March 1952.

Amended by G. N., Lab. & H. D., No. 44/48, dated 27th March 1952.

Amended by G. N., Lab. & H. D., No. 44/48, dated 12th April 1952.

Amended by G. N., Lab. & H. D., No. 2185/46, dated 28th April 1952.

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Amended by G. N., Lab. & H. D., No. 44/48, dated 20th June 1952.

Amended by G. N., Lab. & H. D., No. 44/48, dated 8th September 1952.

Amended by G. N., Lab. & H. D., No. 44/48, dated 29th October 1952.

Amended by G. N., D. D., No. 44/48, dated 3rd December 1952.

In exercise of the powers conferred by the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to make the following rules to carry out the purposes of the Act, namely:—

Rules.

CHAPTER I.

PRELIMINARY.

1. *Short title, extent and commencement.*—These Rules may be cited as the Bombay Factories Rules, 1950.

2. *Definitions.*—In these Rules, unless there is anything repugnant in the subject or context,—

(*a*) "Act" means the Factories Act, 1948.

(*b*) "Appendix" means an appendix appended to these Rules.

(*c*) "Artificial Humidification" means the introduction of moisture into the air of a room by any artificial means whatsoever, except the unavoidable escape of steam or water vapour into the atmosphere directly due to a manufacturing process :

Provided that the introduction of air directly from outside through moistened mats or screens placed in openings at times when the temperature of the room is 80 degrees or more, shall not be deemed to be artificial humidification.

(*d*) "Belt" includes any driving strap or rope.

(*e*) "Degrees" (of temperature) means degrees on the Fahrenheit scale.

(*f*) "District Magistrate" includes such other official as may be appointed by the State Government in that behalf.

(*g*) "Form" means a Form prescribed in these rules.

(*h*) "Fume" includes gas or vapour.

(*i*) "Health Officer" means the Municipal Health Officer or District Health Officer or such other official as may be appointed by the State Government in that behalf.

(*j*) "Hygrometer" means an accurate wet and dry bulb hygrometer conforming to the prescribed conditions as regards constructions and maintenance.

(*k*) "Inspector" means any Inspector appointed under the Act and includes the Chief Inspector of Factories and a District Magistrate.

(*l*) "Maintained" means maintained in an efficient state, in efficient working order and in good repair.

(*m*) "Manager" means the person responsible to the occupier for the working of the factory for the purposes of the Act.

Rules 3 to 11 prescribed under sub-section (1) of section 6.

3. *Approval of plans.*—(1) An application for obtaining previous permission for the site on which the factory is to be situated and for the construction or extension of a factory shall be made to the Chief Inspector of Factories.

Application for such permission shall be made in Form No. 1 which shall be accompanied by the following documents :—

(*a*) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages ;

(*b*) Plans in duplicate drawn to scale showing—

(*i*) the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains, etc.,

(*ii*) the plan elevation and necessary cross-sections of the various buildings indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passage ways ; and

(*c*) Such other particulars as the Chief Inspector may require.

(2) If the Chief Inspector is satisfied that the plans are in consonance with the requirements of the Act he shall, subject to such conditions as he may specify approve them by signing and returning to the applicant one copy of each plan ; or he may call for such other particulars as he may require to enable such approval to be given.

4. *Application for registration and grant of licence.*—The occupier of every factory, whether in existence at the date of the commencement of the Act or coming within the scope of the Act, after its commencement shall submit to the Chief Inspector an application in Form No. 2 for the registration of the factory and grant of a licence. The application shall be accompanied by the notice of occupation in Form No. 3, in triplicate, prescribed under section 7, provided that the occupier of premises in use as a factory on the date of the commencement of the Act shall submit such application within 30 days from the date of commencement of the Rules.

5. *Grant of licence.*—(1) A licence for a factory shall be granted by the Chief Inspector in Form No. 4 prescribed for the purpose and on payment of the fees specified in the Schedule hereto.

(2) Every licence granted or renewed under this Chapter shall remain in force up to the 31st December of the year for which the licence is granted or renewed :

Provided that—

(*i*) for a part of the year the fee shall be *pro rata* calculated to the nearest rupee according to the number of calendar months covered inclusive of the month in which a factory commences work, subject to a minimum of Rs. 5 ;

(*ii*) the factories which have paid licence fees to the Baroda Government under the corresponding Baroda State law prior to the merger shall not be required to pay fees for licences granted under this rule for the first time.

SCHEDULE.

Quantity of H. P. installed (Max. H. P.)	Maximum number of persons to be employed on any day during the year.														
	Up to 20.			From 21 to 50.			From 51 to 100.			From 101 to 250.			From 251 to 500.			From 501 to 750.			751 and above.		
	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.
Nil ..	6	8	0	15	8	0	31	8	0	7	0	0	156	8	0	234	8	0	312	8	0
Up to 10 ..	15	8	0	31	8	0	37	8	0	94	0	0	187	8	0	281	8	0	375	0	0
Above 10 but not above 50.	31	8	0	47	0	0	62	8	0	156	8	0	312	8	0	469	0	0	625	0	0
Above 50 but not above 100	62	8	0	78	0	0	94	0	0	214	8	0	469	0	0	703	0	0	937	8	0
Above 100 ..	94	0	0	125	0	0	156	8	0	312	8	0	625	0	0	937	8	0	1,250	0	0

6. *Amendment of licence.*—(1) A licence granted under rule 5 may be amended by the Chief Inspector.

(2) A licensee shall be required to have his licence amended if the factory for which the licence is granted exceeds the limits specified in the licence in regard to horse-power or the number of persons employed. The licensee whose licence is required to be amended shall submit it to the Chief Inspector with an application stating the nature of the amendment and reasons therefor.

(3) The fee for the amendment of a licence shall be five rupees plus the amount (if any) by which the fee that would have been payable if the licence had originally been issued in the amended form exceeds the fee originally paid for the licence.

7. *Renewal of licence.*—(1) A licence may be renewed by the Chief Inspector; but where he refuses renewal, he shall record his reasons in writing and his decision shall be subject to the appeal provided in sub-section (*3*) of section 6.

(2) Every application for the renewal of a licence shall be accompanied by the notice of occupation in Form No. 3, in triplicate, and shall be made not less than two months before the date on which the licence expires, and, if the application is so made, the premises shall be held to be duly licensed until such date as the Chief Inspector renews the licence.

(3) The fees to be charged for the renewal of a licence in any year shall be as specified in the Schedule appended to rule 5.

8. *Transfer of licence.*—(1) The holder of a licence may, at any time before the expiry of the licence, apply for permission to transfer his licence to another person.

(2) Such application shall be made to the Chief Inspector who shall enter upon the licence, under his signature, an endorsement to the effect that the licence has been transferred to the person named.

(3) A fee of five rupees shall be charged on each such application.

9. *Procedure on death or disability of licensee.*—If a licensee dies or becomes insolvent, the person carrying on the business of such licensee shall not be liable to any penalty under the Act for exercising the powers granted to the licensee by the licence during such time as may reasonably be required to allow him to make an application for the amendment of the licence under rule 6 in his own name for the unexpired portion of the original licence.

10. *Loss of licence.*—Where a licence granted under these Rules is lost or accidentally destroyed, a duplicate may be granted on payment of a fee of rupees five.

11. *Payment of fees.*—(1) Every application under these Rules shall be accompanied by a treasury receipt showing that the appropriate fee has been paid into the local treasury under the head of account "XXXVI-Miscellaneous Departments", except in the case of factories in Greater Bombay where it shall be accompanied by a crossed cheque or a crossed Indian Postal Order for the appropriate amount of fee drawn in favour of the Chief Inspector of Factories.

(2) If an application for the grant, renewal or amendment of a licence is rejected the fee paid shall be refunded to the applicant.

Form prescribed under sub-section (1) of section 7.

12. *Notice of occupation.*—The notice of occupation shall be in Form No. 3.

CHAPTER II.

THE INSPECTING STAFF.

Rule prescribed under sub-section (1) of section 8.

13. *Appointment of Inspectors.*—No person shall be appointed as Inspector for the purposes of the Act, unless he possesses the qualifications prescribed for such Inspectors in the Bombay Civil Services Classification and Recruitment Rules at the time of his appointment.

Rule prescribed under section 9.

14. *Powers of Inspectors.*—An Inspector shall, for the pu of the Act, have power to do all or any of the following thing

(*a*) to photograph any worker, to inspect, examine, measure, copy, photograph, sketch or test, as the case may be, any building or room, any plant, machinery, appliance or apparatus; any register or document or anything provided for the purpose of securing the health, safety or welfare of the workers employed in a factory:

(*b*) in the case of an Inspector who is a duly qualified medical practitioner, to carry out such medical examinations as may be necessary for the purposes of his duties under the Act;

(*c*) to prosecute, conduct or defend before a Court any complaint or other proceeding arising under the Act or in discharge of his duties as an Inspector:

Provided that the powers of the District Magistrates and such other public officers s are appointed to be additional Inspectors shall be limited to the inspection of actories in respect of the following matters, namely:—

Cleanliness (section 11), Over-crowding (section 16), Lighting (section 17), Drinking water (section 18), Latrines and urinals (section 19), Spittoons (section 20), Precautions in the case of fire (section 38), Welfare (Chapter V), Working hours of adults (Chapter VI—except the power of exemption under the proviso to section 62), Employment of young persons (Chapter VII), Leave with wages (Chapter VIII) and Display of notices (section 108):

Provided further that—

(*i*) the District Magistrate shall not pass any original orders or remarks under sections 11, 17 and 38 of the Act but shall limit and confine his orders or remarks under those sections to the points to which the full time Inspector of Factories has already directed the attention of manager or occupier of the factory as the case may be;

(*ii*) all additional Inspectors except District Magistrates shall report the defects found and remedies suggested for enforcing compliance with requirements of sections referred to above, to the Chief Inspector who shall pass final orders in each case.

Rule prescribed under sub-section (4) of section 10.

15. *Duties of Certifying Surgeon.*—(1) For purposes of the examination and certification of young persons who wish to obtain certificates of fitness, the Certifying Surgeon shall arrange a suitable time and place for the attendance of such persons, and shall give previous notice in writing of such arrangements to the managers of factories situated within the local limits assigned to him.

(2) The Certifying Surgeon shall issue his certificates in Form No. 5. The foil and counterfoil shall be filled in and the left thumb mark of the person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of the entries made therein and of the fitness of the person examined, he shall sign the foil and initial the counterfoil and shall deliver the foil to the person in whose name the certificate is granted. The foil so delivered shall be the certificate of fitness granted under section 69. All counterfoils shall be kept by the Certifying Surgeon for a period of at least 2 years after the issue of the certificate.

(3) If a certificate of fitness issued to a young person is lost, on receipt of an application for the grant of a duplicate, the Certifying Surgeon, after making such inquiries as he deems fit, may grant a duplicate thereof. Such application shall be forwarded through the occupier of the factory where the young person is employed.

(4) (*a*) A fee of Re. 1 shall be payable for the issue of every certificate of fitness issued under rule 15 (2) and shall be paid by the occupier ;

(*b*) A fee of Annas 8 shall be payable for the issue of every duplicate certificate under rule 15 (3) and shall be paid by the occupier.

(5) The Certifying Surgeon shall, upon request by the Chief Inspector, carry out such examination and furnish him with such report as he may indicate, for any factory or class or description of factories where—

(*a*) cases of illness have occurred which it is reasonable to believe are due to the nature of the manufacturing process carried on, or other conditions of work prevailing therein, or

(*b*) by reason of any change in the manufacturing process carried on, or in the substances used therein, or by reason of the adoption of any new manufacturing process or of any new substance for use in a manufacturing process, there is a likelihood of injury to the health of workers employed in that manufacturing process, or

(*c*) young persons are, or are about to be, employed in any work which is likely to cause injury to their health.

(6) For the purpose of the examination of persons employed in processes covered by the Rules relating to Dangerous Operations, the Certifying Surgeon shall visit the factories within the local limits assigned to him at such intervals as are prescribed by the Rules relating to such dangerous operations.

(7) At such visits the Certifying Surgeon shall examine the persons employed in such processes and shall record the results of his examination in a Register known as the Health Register (Form No. 20) which shall be kept by the factory manager and produced to the Certifying Surgeon at each visit.

(8) If the Certifying Surgeon finds as a result of his examination that any person employed in such process is no longer fit for medical reasons to work in that process, he shall suspend such person from working in that process for such time as he may think fit and no person after suspension shall be employed in that process without the written sanction of the Certifying Surgeon in the Health Register.

(9) The manager of a factory shall afford to the Certifying Surgeon facilities to inspect any process in which any person is employed or is likely to be employed.

(10) The manager of a factory shall provide for the purpose of any medical examination which the Certifying Surgeon wishes to conduct at the factory (for his exclusive use on the occasion of an examination) a room which shall be properly cleaned and adequately ventilated and lighted and furnished with a screen, a table (with writing materials) and chairs.

CHAPTER III.

HEALTH.

Exemptions under sub-section (2) of section 11.

16. *Cleanliness of walls and ceilings.*—(1) Clause (*d*) of sub-section (*1*) of section 11 of the Act shall not apply to the class or description of Factories or parts of factories specified in the Schedule hereto :

Provided that they are kept in a clean state by washing, sweeping, brushing, dusting, vacuum-cleaning or other effective means ;

Provided further that the said clause (*d*) shall continue to apply :—

(*i*) as respects factories or parts of factories specified in Part A of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the room is less than 500 cubic feet ;

(*ii*) as respects factories or parts of factories specified in Part B of the said Schedule, to work-rooms in which the amount of cubic space allowed for every person employed in the room is less than 2,500 cubic feet ;

(*iii*) to engine houses, fitting shops, lunch-rooms, canteens, shelters, creches, cloak rooms, rest rooms and wash-places ; and

(*iv*) to such parts of walls, sides and tops of passages and staircases as are less than 20 feet above the floor or stair.

(2) If it appears to the Chief Inspector that any part of a factory, to which by virtue of sub-rule (1) any of the provisions of the said clause (*d*) do not apply, or apply as varied by sub-rule (1), is not being kept in a clean state, he may by written notice require the occupier to white-wash or colour-wash, wash, paint or varnish the same, and in the event of the occupier failing to comply with such requisition within two months from the date of the notice, sub-rule (1) shall cease to apply to such part of a factory, unless the Chief Inspector otherwise determines.

SCHEDULE.

Part A.

Blast furnaces.

Brick and tile works in which unglazed bricks or tiles are made.

Cement works.

Chemical works.

Copper mills.

Gas works.

Iron and steel mills.

Stone, slate and marble works.

The following parts of factories :—

Rooms used only for the storage of articles.

Rooms in which the walls or ceilings consist of galvanised iron, glazed bricks, glass, slate, asbestos, bamboo, thatch.

Parts in which dense steam is continuously evolved in the process.

Parts in which pitch, tar or like material is manufactured or is used to a substantial extent, except in brush works. The parts of a glass factory known as the glass house. Rooms in which graphite is manufactured or is used to a substantial extent in any process.

Parts in which coal, coke, oxide of iron, ochre, lime or stone is crushed or ground.

Parts of walls, partitions, ceilings or tops of rooms which are at least 20 feet above the floor.

Ceilings or tops of rooms in print works, bleach works or dye works, with the exception of finishing rooms or ware-houses.

Inside walls of oil mills below a height of 5 feet from the ground floor level.

Inside wall in tanneries below a height of 5 feet from the ground floor level where a wet process is carried on.

Part B.

Coach and motor body works.

Electric generating or transforming stations.

Engineering works.

Factories in which sugar is refined or manufactured.

Foundries other than foundries in which brass casting is carried on.

Gun factories.

Shipbuilding works.

Those parts of factories where unpainted or unvarnished wood is manufactured.

Register prescribed under sub-section (1) of section 11.

17. *Record of white-washing, etc.*—The record of dates on which white-washing, colour-washing, varnishing, etc., are carried out shall be entered in a Register maintained in Form No. 7.

Rule prescribed under sub-section (2) of section 12.

18. *Disposal of trade wastes and effluents.*—(1) In the case of a factory where the drainage system is proposed to be connected to the public sewerage system, prior approval of the arrangements made shall be obtained from the local autority.

(2) In the case of factories other than those mentioned in sub-rule (1) of this rule, prior approval of the arrangements made for the disposal of trade-wastes and effluents shall be obtained from the Health Officer.

Rules 19 to 29 prescribed under sub-section (1) of section 15.

19. *When artificial humidification not allowed.*—There shall be no artificial humidification in any room of a cotton spinning or weaving factory—

(*a*) by the use of steam during any period when the dry bulb temperature of that room exceeds 85 degrees;

(*b*) at any time when the wet bulb reading of the hygrometer is higher than that specified in the following Schedule in relation to the dry bulb reading of the hygrometer at that time; or as regards a dry bulb reading intermediate between any two dry bulb readings indicated consecutively in the Schedule when the dry bulb reading does not exceed the wet bulb reading to the extent indicated in relation to the lower of these two dry bulb readings :—

Schedule.

Dry bulb.	Wet bulb.	Dry bulb.	Wet bulb.	Dry bulb.	Wet bulb.
60·0	58·0	77·0	75·0	94·0	86·0
61·0	59·0	78·0	76·0	95·0	87·0
62·0	60·0	79·0	77·0	96·0	87·5
63·0	61·0	80·0	78·0	97·0	88·0
64·0	62·0	81·0	79·0	98·0	88·5
65·0	63·0	82·0	80·0	99·0	89·0
66·0	64·0	83·0	80·5	100·0	89·5
67·0	65·0	84·0	81·0	101·0	90·0
68·0	66·0	85·0	82·0	102·0	90·0
69·0	67·0	86·0	82·5	103·0	90·5
70·0	68·0	87·0	83·0	104·0	90·5
71·0	69·0	88·0	83·5	105·0	91·0
72·0	70·0	89·0	84·0	106·0	91·0
73·0	71·0	90·0	84·5	107·0	91·5
74·0	72·0	91·0	85·0	108·0	91·5
75·0	73·0	92·0	85·5	109·0	92·0
76·0	74·0	93·0	86·0	110·0	92·0

Provided, however, that clause (*b*) shall not apply when the difference between the wet bulb temperature as indicated by the hygrometer in the department concerned and the wet bulb temperature taken with a hygrometer outside in the shade is less than 3·5 degrees.

20. *Provision of Hygrometer.*—In all departments of cotton spinning and weaving mills wherein artificial humidification is adopted, hygrometers shall be provided and maintained in such positions as are approved by the Inspector. The number of hygrometers shall be regulated according to the following scale :—

(*a*) *Weaving department.*—One hygrometer for departments with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms in excess of 500.

(*b*) *Other departments.*—One hygrometer for each room of less than 300,000 cubic feet capacity and one extra hygrometer for each 200,000 cubic feet or part thereof, in excess of this.

(*c*) One additional hygrometer shall be provided and maintained outside each cotton spinning and weaving factory wherein artificial humidification is adopted and in a position approved by the Inspector, for taking hygrometer shade readings.

21. *Exemption from maintenance of hygrometers.*—When the Inspector is satisfied that the limits of humidity allowed by the Schedule to rule 19 are never exceeded, he may, for any department other than the weaving department, grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in writing.

22. *Copy of Schedule to rule 19 to be affixed near every hygrometer.*—A legible copy of the Schedule to rule 19 shall be affixed near each hygrometer.

23. *Temperature to be recorded at each hygrometer.*—At each hygrometer maintained in accordance with rule 20, correct wet and dry bulb temperatures shall be recorded daily during working hours, except intervals for rest, by competent persons nominated by the Manager and approved by the Inspector. The temperature shall be taken between 7 a.m./p.m. and 9 a.m./p.m., between 11 a.m./p.m. and 2 p.m./a.m. and between 4 p.m./a.m. and 5-30 p.m./a.m. if the factory is working during these hours. In exceptional circumstances, such additional readings and between such hours, as the Inspector may specify, shall be taken. The temperatures shall be entered in a Humidity Register in Form No. 6, maintained in the factory. At the end of each month, the persons who have taken the readings shall sign the Register and certify the correctness of the entries. The Register shall always be available for inspection by the Inspector.

24. *Specifications of hygrometer.*—(1) Each hygrometer shall comprise two mercurial thermometers of wet bulb and dry bulb of similar construction, and equal in dimensions, scale and divisions of scale. They shall be mounted on a frame with a suitable reservoir containing water.

(2) The wet bulb shall be closely covered with a single layer of muslin, kept wet by means of a wick attached to it and dropping into the water in the reservoir. The muslin covering and the wick shall be suitable for the purpose, clean and free from size or grease.

(3) No part of the wet bulb shall be within 3 inches from the dry bulb or less than 1 inch from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.

(4) The bulb shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.

(5) The bores of the stems shall be such that the position of the top of the mercury column shall be readily distinguishable at a distance of 2 feet.

(6) Each thermometer shall be graduated so that accurate readings may be taken between 50 and 120 degrees.

(7) Every degree from 50 degrees up to 120 degrees shall be clearly marked by horizontal lines on the stem, each fifth and tenth degree shall be marked by longer marks than the intermediate degrees and the temperature marked opposite each tenth degree, i.e., 50, 60, 70, 80, 90, 100, 110 and 120.

(8) The markings as above shall be accurate that is to say, at no temperature between 50 and 120 degrees shall the indicated readings, be in error by more than two-tenths of a degree.

(9) A distinctive number shall be indelibly marked upon the thermometer.

(10) The accuracy of each thermometer shall be certified by the National Physical Laboratory, London, or some competent authority appointed by the Chief Inspector and such certificate shall be attached to the Humidity Register.

25. *Thermometers to be maintained in efficient order.*—Each thermometer shall be maintained at all times during the period of employment in efficient working order, so as to give accurate indications and in particular—

(*a*) the wick and the muslin covering of the wet bulb shall be renewed once a week;

(*b*) the reservoir shall be filled with water which shall be completely renewed once a day. The Chief Inspector may direct the use of distilled water or pure rain water in any particular mill or mills in certain localities;

(*c*) no water shall be applied directly to the wick or covering during the period of employment.

26. *An inaccurate thermometer not to be used without fresh certificate.*—If an Inspector gives notice in writing that a thermometer is not accurate it shall not, after one month from the date of such notice, be deemed to be accurate unless and until it has been re-examined as prescribed and a fresh certificate obtained which certificate shall be kept attached to the Humidity Register.

27. *Hygrometer not to be affixed to wall, etc., unless protected by wood.*—(1) No hygrometer shall be affixed to a wall, pillar or other surface unless protected therefrom by wood or other non-conducting material at least half an inch in thickness and distant at least one inch from the bulb of each thermometer.

(2) No hygrometer shall be fixed at a height of more than 5 feet 6 inches from the floor to the top of thermometer stem or in the direct draughts from a fan, window or ventilating opening.

28. *No reading to be taken within 15 minutes of renewal of water.*—No reading shall be taken for record on any hygrometer within 15 minutes of the renewal of water in the reservoir.

29. *How to introduce steam for humidification.*—In any room in which steam pipes are used for the introduction of steam for the purpose of artificial humidification of the air the following provisions shall apply:—

(*a*) The diameter of such pipes shall not exceed two inches and in the case of pipes installed after 1st day of January 1950 the diameter shall not exceed one inch.

(*b*) Such pipes shall be as short as is reasonably practicable;

(*c*) All hangers supporting such pipes shall be separated from the bare pipe by an efficient insulator not less than half an inch in thickness.

(*d*) No uncovered jet from such pipe shall project more than 4½ inches beyond the outer surface of any cover.

(*e*) The steam pressure shall be as low as practicable and shall not exceed 70 lbs. per square inch.

(*f*) The pipe employed for the introduction of steam into the air in a department shall be effectively covered with such non-conducting material, as may be approved by the Inspector.

Rules 30 and 34 prescribed under sub-section (4) of section 17.

30. *Artificial Lighting—application and commencement.*—(1) Subject as in these Rules provided rules 30 to 34 shall apply to factories in which persons are being regularly employed in a manufacturing process or processes for more than 48 hours a week, or in shifts, provided that nothing in these rules shall be deemed to require the provision of lighting of a specified standard in any building or structure so constructed that, in the opinion of the Chief Inspector, it would not be reasonably practicable to comply with such requirement.

(2) Rules 30 to 34 shall come into force, in respect of any class or description of factories, on such dates as the State Government may, by notification in the Official Gazette, appoint in this behalf.

31. *Lighting of interior parts.*—(1) The general illumination over those interior parts of a factory where persons are regularly employed shall be not less than 3 foot candles measured in the horizontal plane at a level of 3 feet above the floor :

Provided that in any such parts in which the mounting height of the light source for general illumination necessarily exceeds 25 feet measured from the floor or where the structure of the room or the position or construction of the fixed machinery or plant prevents the uniform attainment of this standard, the general illumination at the said level shall be not less than 1 foot candle and where work is actually being done the illumination shall be not less than 3 foot candles.

(2) The illumination over all other interior parts of the factory over which persons employed pass shall, when and where a person is passing, be not less than 0·5 foot candles at floor level.

(3) Artificial lighting in accordance with the following standards shall be provided and used in the interior of cotton ginning factories at times when artificial lighting is necessary and is ordinarily used :—

(*i*) by means of electricity, to the satisfaction of the Inspector, one lamp per six gins, each lamp of not less than twenty-five candle power ; or

(*ii*) by candles placed in glass lanterns of a pattern approved by the Inspector not less than one such lantern for every two gins.

(4) The standard specified in this Rule shall be without prejudice to the provision of any additional illumination required to render the lighting sufficient and suitable for the nature of the work.

32. *Prevention of glare.*—(1) Where any source of artificial light in the factory is less than 16 feet above floor level, no part of the light source or of the lighting fitting having a brightness greater than 10 candles per square inch shall be visible to persons whilst normally employed within 100 feet of the source, except where the angle of elevation from the eye to the source or part of the fitting as the case may be exceeds 20^0.

(2) Any local light, that is to say an artificial light designed to illuminate particularly the area or part of the area of work of a single operative or small group of operatives working near each other, shall be provided with a suitable shade of opaque material to prevent glare or with other effective means by which the light source is completely screened from the eyes of every person employed at a normal working place, or shall be so placed that no such person is exposed to glare therefrom.

33. *Power of Chief Inspector to exempt.*—Where the Chief Inspector is satisfied in respect of any particular factory or part thereof or in respect of any description of workroom or process that any requirement of rules 30 to 32 is inappropriate or is not

reasonably practicable, he may by order in writing exempt the factory or part thereof, or description of workroom or process from such requirement to such extent and subject to such conditions as he may specify.

34. *Exemption from Rule 31.*—(1) Nothing in rule 31 shall apply to the parts of factories specified in Part I of the Schedule annexed hereto.

(2) Nothing in sub-rule (1) of rule 31 shall apply to the factories or parts of factories respectively specified in Part II of the said Schedule.

SCHEDULE.

Part I.

Parts of factories in which light sensitive photographic materials are made or used in an exposed condition or where such exposing operations are carried on.

Part II.

Cement works.

Works for the crushing and grinding of limestone.

Gas Works.

Coke oven Works.

Electrical stations.

Flour mills.

Maltings and Breweries.

Parts of factories in which the following processes are carried on :—

Concrete or artificial stone making.
Conversion of iron into steel.
Smelting of iron ore.
Iron or steel rolling.
Hot rolling or forging, tempering or annealing of metals.
Glass blowing and other working in molten glass.
Tar distilling.
Petroleum refining and blending.

Rules 35 to 40 prescribed under sub-section (4) of section 18.

35. *Quantity of drinking water.*—The quantity of drinking water to be provided for the workers in every factory shall be at least as many gallons a day as there are workers employed in the factory and such drinking water shall be readily available at all times during working hours.

36. *Source of supply.*—The water provided for drinking shall be supplied—

(*a*) from the taps connected with a public water supply system, or

(*b*) from any other source approved in writing by the Health Officer.

37. *Storage of water.*—If drinking water is not supplied from taps connected with a public water supply system it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels from contamination and to keep the vessels scrupulously clean.

38. *Cleanliness of well or reservoir.*—(1) Drinking Water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to be free from the possibility of pollution by chemical, or bacterical and extraneous impurities.

(2) Where drinking water is supplied from such well or reservoir the water in it shall be sterilised once a week or more frequently if the Inspector by written order so requires, and the date on which sterilising is carried out shall be recorded :

Provided that this requirement shall not apply to any such well or reservoir if the water therein is filtered and treated to the satisfaction of the Health Officer before it is supplied for consumption.

39. *Report from Health Officer.*—The Inspector may by order in writing direct the Manager to obtain, at such time or at such intervals as he may direct, a report from the Health Officer as to the fitness for human consumption of the water supplied to the workers, and in every case to submit to the Inspector a copy of such report as soon as it is received from the Health Officer.

40. *Cooling of water.*—In every factory wherein more than two hundred and fifty workers are ordinarily employed—

(*a*) the drinking water supplied to the workers shall from the 1st of March to the 30th of November in every year, be cooled by ice or other effective method :

Provided that if ice is placed in the drinking water, the ice shall be clean and wholesome and shall be obtained only from a source approved in writing by the Health Officer ;

(*b*) the cooled drinking water shall be supplied in every canteen, lunch-room and rest-room and also at conveniently accessible points throughout the factory which for the purpose of these Rules shall be called " Water Centres " :

(*c*) the water centres shall be sheltered from the weather and adequately drained ;

(*d*) the number of water centres to be provided shall be one " centre " for every 150 persons employed at any one time in the fatory :

Provided that in the case of a factory where the number of persons employed exceeds 450 it shall be sufficient if there is one such " centre " as aforesaid for every 150 persons up to the first 450 and one for every 450 persons thereafter and in counting the number, account shall be taken of the maximum number of workers working at any time during the day ;

(*e*) every " water centre " shall be maintained in a clean and orderly condition and shall be in charge of a suitable person who shall distribute the water. Such person shall be provided with clean clothes while on duty.

Clauses (*a*), (*d*) and (*e*) shall not apply to any factory in which suitable mechanically operated drinking water refrigerating units are installed to the satisfaction of the Chief Inspector.

Rules 41 to 50 prescribed under sub-section (3) of section 19.

41. *Latrine Accommodation.*—Latrine accommodation shall be provided in every factory on the following scale :—

(*a*) where females are employed, there shall be at least one latrine for every 25 females ;

(*b*) where males are employed, there shall be at least one latrine for every 25 males : provided that, where the number of males employed exceeds 100, it shall be sufficient if there is one latrine for every 25 males up to the first 100, and one for every 50 thereafter.

In calculating the number of latrines required under this Rule, any odd number of workers less than 25 or 50, as the case may be, shall be reckoned as 25 or 50 and the number of workers to be considered shall be the maximum number employed at any time during the day.

42. *Latrines to conform to public health requirements.*—Latrines, other than those connected with an efficient water-borne sewage system, shall comply with the requirements of the Public Health Authorities.

43. *Privacy of latrines.*—Every latrine shall be under cover and so partitioned off as to secure privacy, and shall have a proper door and fastenings.

44. *Sign boards to be displayed.*—Where workers of both sexes are employed, there shall be displayed outside each latrine block a notice in the language understood by the majority of the workers "For Men Only" or "For Women Only" as the case may be. The notice shall also bear the figure of a man or of a woman as the case may be.

45. *Urinal accommodation.*—Urinal accommodation shall be provided for the use of male workers and shall not be less than 2 feet in length for every 50 males; provided that where the number of males employed exceeds 500, it shall be sufficient if there is one urinal for every 50 males up to the first 500 employed, and one for every 100 thereafter.

In calculating the urinal accommodation required under this Rule any odd number of workers less than 50 or 100, as the case may be, shall be reckoned as 50 or 100.

46. *Urinals to conform to public health requirements.*—Urinals, other than those connected with an efficient water-borne sewage system, and urinals in a factory wherein more than two hundred and fifty workers are ordinarily employed shall comply with the requirements of the Public Health Authorities.

47. *Certain latrines and urinals to be connected to sewerage system.*—When any general system of underground sewerage with an assured water supply for any particular locality is provided in a municipality, all latrines and urinals of a factory situated in such locality shall, if the factory is situated within 100 feet of an existing sewer, be connected with that sewerage system.

48. *White-washing, colour-washing of latrines and urinals.*—The walls, ceilings and partition of every latrine and urinal shall be white-washed or colour-washed and the white-washing or colour washing shall be repeated at least once in every period of four months. The dates on which the white-washing or colour washing is carried out shall be entered in the prescribed Register (Form No. 7):

Provided that this Rule shall not apply to latrines and urinals, the walls, ceilings or partitions of which are laid in glazed tiles or otherwise finished to provide a smooth polished impervious surface and that they are washed with suitable detergents and disinfectants at least once in every period of four months.

49. *Construction and maintenance of drains.*—All drains carrying waste or sullage water shall be constructed in masonry or other impermeable material and shall be regularly flushed and the effluent disposed of by connecting such drains with a suitable drainage line:

Provided that, where there is no such drainage line, the effluent shall be deodorized and rendered innocuous and then disposed of in a suitable manner to the satisfaction of the Health Officer.

50. *Water taps on latrines.*—Where piped water supply is available a sufficient number of water taps, conveniently accessible shall be provided in or near such latrine accommodation.

Rules 51 to 53 prescribed under sub-section (2) of section 20.

51. *Number and location of spittoons.*—The number and location of the spittoons to be provided shall be to the satisfaction of the Inspector. Such spittoons shall be placed on a stand or a bracket 3 feet high.

52. *Type of spittoons.*—The spittoons shall be of either of the following types :—

(*a*) a galvanized iron container with a conical funnel-shaped cover.

A layer of suitable disinfectant liquid shall always be maintained in the container ; or

(*b*) a container filled with dry, clean sand, and covered with a layer of bleaching powder ; or

(*c*) any other type approved by the Chief Inspector.

53. *Cleaning of spittoons.*—The spittoons mentioned in clause (*a*) of rule 52 shall be emptied, cleaned and disinfected at least once every day ; and the spittoon mentioned in clause (*b*) of rule 52 shall be cleaned by scrapping out the top layer of sand as often as necessary or at least once every day.

CHAPTER IV.

SAFETY.

Further precautions prescribed under sub-section (2) of section 21.

54. *Further safety precautions.*—(1) Without prejudice, to the provisions of sub-section (*1*) of section 21 in regard to the fencing of machines, the further precautions specified in the Schedules annexed hereto shall apply to the machines noted in each Schedule.

(2) This Rule shall come into force, in respect of any class or description of factories, where machines noted in the said Schedules are in use, on such dates as the State Government may, by notification in the official Gazette, appoint in this behalf.

SCHEDULE I.

(Cotton Textile)

1. *Cotton Openers, Scutchers, Combined Openers and Scutchers, Scutcher and Lap Machines, Hard Waste Breakers, etc.*—(1) All Cotton Openers, Scutchers, Combined Openers and Scutchers, Scutcher and Lap Machines, Hard Waste Breakers and similar machines shall be driven by separate motors or from counter shafts provided with fast and loose pulleys and efficient belt shifting devices.

(2) In all Openers, Combined Openers and Scutchers, Scutchers, Scutcher-lap machines, Hard Waste Breakers and similar machines, the beater covers and doors

which give access to any dangerous part of the machine shall be fitted with effective interlocking arrangements which shall prevent—

(*a*) the covers and doors being opened while the machine is in motion ; and

(*b*) the machine being re-started until the covers and doors are closed :

Provided that in respect of doors of openings, other than dirt doors or desk doors such openings shall be so fenced as to prevent access to any dangerous parts of the machine if effective inter-locking arrangement is not provided.

(3) In all openers, Combined Openers and Scutchers, Scutchers, Scutcher lap machines, Hard Waste Breakers and similar machines, the openings giving access to the dust chamber shall be provided with permanently fixed fencing, which shall, while admitting light, yet prevent contact between any portion of a worker's body and the beater grid bars.

2. *Combined Openers and Scutchers, Scutchers, Scutcher-lap, Sliver-lap, Lap Machines, Derby Doublers and Ribbon Machines.*—(1) The lap forming rollers shall be fitted with a guard or cover which shall prevent access to the intake of the lap roller and fluted roller as long as the weighted rack is down ; or

(2) The guard or cover shall be so locked that it cannot be raised until the machine is stopped and the machine cannot be started until the guard or cover is closed.

3. *Carding Machines.*—All cylinder doors shall be secured by an automatic locking device which shall prevent the door being opened until the cylinder has ceased to revolve and shall render it impossible to re-start the machine until the door has been closed.

4. *Speed Frames.*—Headstocks shall be fitted with automatic locking arrangements which shall prevent the doors giving access to jack box wheels being opened while the machinery is in motion and shall render it impossible to re-start the machine until the doors have been closed.

5. *Self-acting Mules.*—The drive shall be from countershafts which shall be provided with fast and loose pulleys and efficient belt shifting devices.

6. *Calendering Machines, etc.*—In respect of calendering machines, mangles and similar machines, all such machines shall be provided with an efficient "nip" guard along the whole length on the intake side of each pair of bowls and similar parts, which shall be so fitted and maintained, whilst the rollers of bowls are in motion, as to prevent access to the point of contact of the rollers or bowls.

SCHEDULE II.

(Cotton Ginning)

Line Shaft.—The line shaft or second motion in cotton ginning factories, when below floor level, shall be completely enclosed by a continuous wall or unclimbable fencing with only so many openings as are necessary for access to the shaft for removing cotton seed, cleaning and oiling ; and such openings shall be provided with gates or doors which shall be kept closed and locked.

SCHEDULE III.

(Wood-Working Machinery)

1. *Definitions.*—For the purposes of this Schedule—

(*a*) Wood-working machine means a circular saw, band saw, planning machine, chain mortising machine or vertical spindle moulding machine operating on wood or cork.

(*b*) Circular saw means a circular saw working in a bench (including a rack bench) but does not include a pendulum or similar saw which is moved towards the wood for the purpose of cutting operation.

(*c*) Band saw means a band saw, the cutting portion of which runs in a vertical direction but does not include a log saw or band re-sawing machine.

(*d*) Planning machine means a machine for overhand planing or for thicknessing or for both operations.

2. *Stopping and Starting device.*—An efficient stopping and starting device shall be provided on every wood-working machine. The control of this device shall be in such a position as to be readily and conveniently operated by the person in charge of the machine.

3. *Space around Machines.*—The space surrounding every wood-working machine in motion shall be kept free from obstruction.

4. *Floors.*—The floor surrounding every wood-working machine shall be maintained in good and level condition, and shall not be allowed to become slippery and as far as practicable shall be kept free from chips or other loose material.

5. *Training and Supervision.*—(1) No person shall be employed at a wood-working machine unless he has been sufficiently trained to work that class of machine, or unless he works under the adequate supervision of a person who has a thorough knowledge of the working of the machine.

(2) A person who is being trained to work a wood-working machine shall be fully and carefully instructed as to the dangers of the machine and the precautions to be observed to secure safe working of the machine.

6. *Circular Saws.*—Every Circular saw shall be fenced as follows :—

(*a*) Behind and in direct line with the saw there shall be a riving knife, which shall have a smooth surface, shall be strong, rigid and easily adjustable, and shall also conform to the following conditions :—

(*i*) The edge of the knife nearer the saw shall form an arc of a circle having a radius not exceeding the radius of the largest saw used on the bench.

(*ii*) The knife shall be maintained as close as practicable to the saw having regard to the nature of the work being done at the time, and at the level of the bench table the distance between the front edge of the knife and the teeth of the saw shall not exceed half an inch.

(*iii*) For a saw of a diameter of less than 24 inches, the knife shall extend upwards from the bench table to within one inch of the top of the saw, and for a saw of a diameter of 24 inches or over shall extend upwards from the bench table to a height of at least nine inches.

(*b*) The top of the saw shall be covered by a strong and easily adjustable guard with a flange at the side of the saw farthest from the fence. The guard shall be kept so adjusted that the said flange shall extend below the roots of the teeth of the saw. The guard shall extend from the top of the riving knife to a point as low as practicable at the cutting edge of the saw.

(*c*) The part of the saw below the bench table shall be protected by two plates of metal or other suitable material one on each side of the saw; such plates shall not be more than six inches apart, and shall extend from the axis of the saw outwards to a distance of not less than two inches beyond the teeth of the saw. Metal plates, if not beaded, shall be of a thickness of at least 1/10 inch, or if beaded be of a thickness of at least 1/20 inch.

7. *Push sticks.*—A push stick or other suitable appliance shall be provided for use at every circular saw and at every vertical spindle moulding machine to enable the work to be done without unnecessary risk.

8. *Band Saws.*—Every band saw shall be guarded as follows:—

(*a*) Both sides of the bottom pulley shall be completely encased by sheed or expanded metal or other suitable material.

(*b*) The front of the top pulley shall be covered with sheet or expanded metal or other suitable material.

(*c*) All portions of the blade shall be enclosed or otherwise securely guarded except the portion of the blade between the bench table and the top guide.

9. *Planing Machines.*—(1) A planing machine (other than a planing machine which is mechanically fed, shall not be used for overhand planing unless it is fitted with a cylindrical cutter block.

(2) Every planning machine used for overhand planing shall be provided with a "bridge" guard capable of covering the full length and breadth of the cutting slot in the bench, and so constructed as to be easily adjusted both in a vertical and horizontal direction.

(3) The feed roller of every planing machine used for thicknessing, except the combined machine for overhand planing and thicknessing, shall be provided with an efficient guard.

10. *Vertical spindle moulding machines.*—(1) The cutter of every vertical spindle moulding machine shall be guarded by the most efficient guard having regard to the nature of the work being performed.

(2) The wood being moulded at a vertical spindle moulding machine shall, if practicable, be held in a jig or holder of such construction as to reduce as far as possible the risk of accident to the worker.

11. *Chain mortising machines.*—The chain of every chain mortising machine shall be provided with a guard which shall enclose the cutters as far as practicable.

12. *Adjustment and maintenance of guards.*—The guards and other appliances required under this Schedule shall be:—

(*a*) maintained in an efficient state,

(*b*) constantly kept in position while the machinery is in motion, and

(*c*) so adjusted as to enable the work to be done without unnecessary risk.

13. *Exemptions.*—Paragraphs 6, 8, 9 and 10 shall not apply to any wood-working machine in respect of which it can be proved that other safeguards are provided maintained and used which render the machine as safe as it would be if guarded in the manner prescribed in this Schedule.

SCHEDULE IV.

(Rubber Mill)

Definition.—(*i*) A "Rubber Mill" shall mean machines with rollers used in breaking down, cracking, washing, grating, mixing, refining and warming of rubber or rubber goods.

(*ii*) A "calender" shall mean machines with rolls used for frictioning, sheeting coating and spreading of rubber or rubber compounds.

1. *Installation of machines.*—Rubber Mills shall be so installed that the top of the front roll is not less than thirty-eight inches above the floor or working level. Provided that in existing installations where the top of the front roll is below this height a strong rigid distance bar guard shall be fitted across the front of the machine in such position that the operator cannot reach the nip of the roller from the normal working position of the operator,

2. *Safety Devices.*—(*i*) Rubber mills shall be equipped with :—

(*a*) hoppers so constructed or guarded that it is impossible for the operators to come into contact in any manner with the nip of the rolls ; or

(*b*) horizontal safety-trip rods or tight wire cables across both front and rear, which will, when pushed or pulled, operate instantly to disconnect the power and apply the brakes, or to reverse the rolls. Safety-trip rods or tight wire cables on rubber mills shall extend across the entire length of the face of the rolls and shall be located not more than sixty-nine inches above the floor or working level.

(*ii*) Calender machines shall be equipped with :—

(*a*) horizontal safety-trip rods or tight wire across both front and rear, which will, when pushed or pulled, operate instantly to disconnect the power and apply the brakes, or to reverse the rolls ;

(*b*) safety-trip rods or tight wire cables on calender machines shall extend across the entire length of the face of the rolls and shall be located not more than sixty nine inches above the floor or working level ;

(*c*) on each side of all calenders and near both ends of the face of the rolls there shall be a vertical tight-wire cable connecting with the bar tripping mechanism at the top and fastened to the frame within twelve (12) inches of the floor. These cables should be positioned at a distance of not more than twelve (12) inches from the face of the roll and at a distance of not less than one (1) inch from calender frame.

3. *Maintenance of safety devices.*—Safety-trip rods and tight wire cables on all rubber mills and calenders shall be examined and tested daily in the presence of the Manager or other responsible person and if any defect is disclosed by such examination and test the mill shall not be used until such defect has been remedied.

Rule prescribed under sub-section (1) of section 22.

55. *Register of specially trained adult workers.*—Register of workers attending to machinery as provided in sub-section (*1*) of section 22 shall be in Form No. 8.

Rule prescribed under section 41.

56. *Belts, etc., to be regularly examined.*—All belts shall be regularly examined to ensure that the joints are safe and the belts at proper tension.

Rule prescribed under sub-section (2) of section 23.

57. *Employment of young persons on dangerous machines.*—The following machines shall be deemed to be of such dangerous character that young persons shall not work at them unless the provision of section 23 (*1*) are complied with :—

Power presses other than hydraulic presses ;
Milling machines used in the metal trades ;
Guillotine machines ;
Circular saws ;
Platen printing machines.

Rule prescribed under sub-section (1) of section 28.

58. *Hoist examination—particulars of.*—A Register shall be maintained to record particulars of examination of hoists or lifts and shall give particulars as shown in Form No. 9.

Exemption under sub-section (4) of section 28.

59. *Exemption of certain hoists and lifts.*—In pursuance of the provisions of sub-section (*4*) of section 28, in respect of any class or description of hoist or lift specified in the first column of the following Schedule, the requirements of the section 28 specified in the second column of the said Schedule and set opposite to that class or description of hoist or lift shall not apply.

SCHEDULE.

I Class or description of hoist or lift.	II Requirements which shall not apply.
Hoists or lifts mainly used for raising materials for charging blast furnaces or lime kilns.	Sub-section 1(*b*) in so far as it requires a gate at the bottom landing; sub-section 1(*d*) ; sub-section 1 (*e*).
Hoists not connected with mechanical power and which are not used for carrying persons.	Sub-section 1(*b*) in so far as it requires the hoistway or liftway enclosure to be so constructed as to prevent any person or thing from being trapped between any part of the hoist or lift and any fixed structure or moving part ; sub-section 1(*e*).

Rule prescribed under sub-section (1) of section 29.

60. *Cranes and other lifting machinery.*—A Register shall be maintained to record particulars of examination of cranes and other lifting machinery and shall give particulars as shown in Form No. 10.

Rule prescribed under sub-section (2) of section 31.

61. *Pressure plant.*—(1) Every part of the plant or machinery used in a manufacturing process, and operated at a pressure greater than atmospheric pressure shall be—

(*a*) of good construction, sound material, adequate strength, and free from any patent defect;

(*b*) properly maintained;

(*c*) thoroughly examined by a competent person at least once in every period of 12 months, and also after any extensive repairs, before being replaced in service: but if the part is so constructed that the internal surface cannot be thoroughly examined, a suitable hydraulic test shall be carried out in lieu of such examination;

(*d*) fitted with (*i*) a suitable safety valve or other effective method of ensuring that the maximum permissible working pressure of the part shall not be exceeded; (*ii*) a correct pressure gauge easily visible, which shall indicate the pressure in pounds per square inch, and have marked upon it in a distinctive colour the maximum permissible working pressure; (*iii*) a suitable stop valve or valves by which the part may be isolated from the remainder of the plant or machinery:

Provided that it shall be sufficient for the purposes of clause (*d*) if the safety valve, pressure gauge and stop valve are mounted on a pipe-line immediately adjacent to the part and where there is a range of two or more similar parts in a plant or machine, only one set of such mountings need be fitted.

(2) Every vessel or apparatus other than part of a prime mover operated at a pressure greater than atmospheric pressure, and not so constructed as to withstand with safety the maximum permissible working pressure of the boiler, or the maximum pressure which can be obtained in the pipe connecting the vessel or apparatus with any other source of supply, shall be fitted with a suitable reducing valve or other suitable automatic appliance to prevent the safe workings pressure being exceeded.

(3) A report of the result of every examination made in accordance with the foregoing sub-rule shall be completed in Form No. 11 and signed by the person making the examination, and shall be kept available for perusal by an Inspector any time while the part is in service.

(4) No such part which has previously been used shall be taken into use in any factory for the first time in the factory until it has been examined and reported on in accordance with the foregoing sub-rules and no new part shall be taken into use unless there has been obtained from the maker of the part, or from a competent person, a certificate specifying the maximum permissible working pressure thereof and stating the nature of the tests to which the part and its fittings (if any) have been subjected, and the certificate is kept available for perusal by an Inspector, and the part is so marked as to enable it to be identified as the part to which the certificate relates.

(5) Where the report of any examination under this Rule specifies conditions for securing the safe working of a part, the part shall not be used except in accordance with those conditions.

(6) The competent person making the report of any examination under this Rule, shall within seven days of the completion of the examination, send to the Inspector a copy of the report in every case where the maximum permissible working pressure is reduced, or the examination shows that the part cannot continue to be used with safety unless certain repairs are carried out immediately or within a specified time.

(7) The requirements of this Rule shall be in addition to and not in derogation of the requirements of any other Act, Rules or Regulations.

(8) Nothing in this Rule shall apply to—

(*a*) any plant which comes within the scope of the Indian Boilers Act;

(*b*) metal bottles or cylinders used for the storage or transport of gases under pressure.

Rule prescribed under sub-section (2) of section 34.

62. *Excessive weights.*—(1) No woman or young person shall, unaided by another person, lift, carry or move by hand or on head, any material, article, tool or appliance exceeding the maximum limit in weight set out in the following Schedule :—

SCHEDULE.

Persons.	Maximum weight of material, article, tool or appliance.
(*a*) Adult female	65 lbs.
(*b*) Adolescent male	65 lbs.
(*c*) Adolescent female	45 lbs.
(*d*) Male child	35 lbs.
(*e*) Female child	30 lbs.

(2) No woman or young person shall engage, in conjunction with others, in lifting, carrying or moving by hand or on head, any material, article, tool or appliance, if the weight thereof exceeds the lowest weight fixed by the Schedule to sub-rule (1) for any of the persons engaged, multiplied by the number of the persons engaged.

Rule prescribed under section 35.

63. *Protection of Eyes.*—Effective screens or suitable goggles shall be provided for the protection of persons employed in or in the immediate vicinity of the following processes :—

(*a*) The processes specified in Schedule I annexed hereto, being processes which involve risk of injury to the eyes from particles or fragments thrown off in the course of the process.

(*b*) The processes specified in Schedule II annexed hereto, being processes which involve risk of injury to the eyes by reason of exposure to excessive light.

SCHEDULE I.

Dry grinding of metals or articles of metal applied by hand to a revolving wheel or disc driven by mechanical power. Turning (external or internal) of non-ferrous metals or of cast iron, or articles of such metals or such iron, where the work is done dry, other than precision turning where the use of goggles or a screen would seriously interfere with the work, or turning by means of hand tools.

Welding or cutting of metals by means of an electric oxy-acetylene or similar process.

The following processes when carried on by means of hand tools or other portable tools :—

Fettling of metal involving the removal of metal.

Cutting out or cutting off cold rivets or bolts from boilers or other plant, or from ships.

Chipping or scaling of boilers or ships plates.

Breaking or dressing of stone, concrete or slag.

SCHEDULE II.

Welding or cutting of metals by means of an electrical, oxy-acetylene or similar process.

All processes in connection with glass melting furnaces.

Rule prescribed under sub-section 6 of section 36.

64. *Minimum dimensions of manholes.*—Every chamber, tank, vat, pipe, flue or other confined space, which persons may have to enter and which may contain dangerous fumes to such an extent as to involve risk of the persons being overcome thereby, shall, unless there is other effective means of egress, be provided with a manhole which may be rectangular, oval or circular in shape, and which shall—

(*a*) in the case of a rectangular or oval shape, be not less than 16 inches long and 12 inches wide ;

(*b*) in the case of a circular shape, be not less than 16 inches in diameter.

Exemptions under sub-sections (5) of section 37.

65. *Exemptions.*—The requirements of sub-section (*4*) of section 37 shall not apply to the following processes carried on in any factory :—

(*a*) The operation of repairing a water-sealed gasholder by the electric welding process, subject to the following conditions :—

(*i*) The gasholder shall contain only the following gases, separately or mixed at a pressure greater than atmospheric pressure, namely, town gas,coke-oven gas, producer gas, blast furnace gas, or gases, other than air, used in their manufacture :

Provided that this exemption shall not apply to any gas-holder containing acetylene or mixture of gases to which acetylene has been added intentionally ;

(*ii*) Welding shall only be done by the electric welding process and shall be carried out by experienced operatives under the constant supervision of a competent person.

(*b*) The operations of cutting or welding steel or wrought iron gas mains and services by the application of heat, subject to the following conditions :—

(*i*) The main or service shall be situated in the open air, and it shall contain only the following gases, separately or mixed at a pressure greater than atmospheric pressure, namely, gas, coke-oven gas, producer gas, blast furnace gas, or gases other than air used in their manufacture ;

(*ii*) The main or service shall not contain acetylene or any gas or mixture of gases to which acetylene has been added intentionally ;

(*iii*) The operation shall be carried out by an experienced person or persons and at least two persons (including those carrying out the operations) experienced in work on gas mains and over 18 years of age shall be present during the operation ;

(*iv*) The site of the operation shall be free from any inflammable or explosive gas or vapour ;

(*v*) Where acetylene gas is used as a source of heat in connection with an operation, it shall be compressed and contained in a porous substance in a cylinder ; and

(*vi*) Prior to the application of any flame to the gas main or service, this shall be pierced or drilled and the escaping gas ignited.

(*c*) The operation of repairing an oil tank on any ship by the electric welding process, subject to the following conditions :—

(*i*) The only oil contained in the tank shall have a flash point of not less than 150° F. (close test) and a certificate to this effect shall be obtained from a competent analyst ;

(*ii*) The analyst's certificate shall be kept available for inspection by an Inspector, or by any person employed or working on the ship ;

(*iii*) The welding operation shall be carried out only on the exterior surface of the tank at a place (*a*) which is free from oil or oil leakage in inflammable quantities and (*b*) which is not less than one foot below the nearest part of the surface of the oil within the tank ; and

(*iv*) Welding shall be done only by the electric welding and shall be carried out by experienced operatives under the constant supervision of a competent person.

Rules prescribed under sub-section (1) of section 38.

66. *Means of escape in case of fire.*—(1) Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein, and without prejudice to the generality of the foregoing :—

(*a*) Each room of a factory building shall in relation to its size and the number of persons employed in it be provided with an adequate number of exits for use in case of fire though not necessarily confined to such use, so positioned that each person will have a reasonably free and unobstructed passage from his workplace to an exit ;

(*b*) No exit intended for use in case of fire shall be less than 3 feet in width nor less than 6 feet 6 inches in height ;

(*c*) In the case of a factory building or part of a factory building of more than one storey and in which less than twenty persons work at any one time, there shall be provided at least one substantial stairway permanently constructed either inside or outside the building and which affords direct and unimpeded access to ground level ;

(*d*) In the case of a factory building or part of a factory building in which twenty or more persons work at any one time above the level of the ground floor, or wherein explosive or highly-inflammable materials are used or stored, or which is situated below ground level, the means of escape shall include at least two separate and substantial stairways permanently constructed either inside or outside the building and which afford direct and unimpeded access to ground level ;

(*e*) Every stairway in a factory which affords a means of escape in case of fire shall be provided with a substantial handrail which if the stairway has an open side shall be on that side, and if the stairway has two open sides, such handrail shall be provided on both sides.

(2) In the case of a building constructed or converted for use as a factory after the date of the passing of the Act, the following additional requirements shall apply :

(*a*) At least one of the stairways provided shall be of fire-resisting materials ;

(*b*) Every hoist-way or lift-way inside a factory building shall be completely enclosed with fire-resisting materials and all means of access to the hoist or lift shall be fitted with doors of fire-resisting materials :

Provided that any such hoist-way or lift-way shall be enclosed only at the top by some material easily broken by fire or be provided with a vent at the top :

(*c*) No fire escape stair shall be constructed at an angle greater than 45° from the horizontal ;

(*d*) The fire escape stair shall be within 150 feet along the line of travel from any part of the floor from which it is meant to provide escape.

(*e*) No stairway shall be less than 36 inches in width.

Rule prescribed under sub-section (7) of section 38.

67. *Means of escape for cotton ginning factories.*—Notwithstanding anything contained in rule 66 cotton ginning factories shall be provided with at least two suitable earthen ramps or two flights of stairs made of brick work or other fire resisting material.

Rule prescribed under section 41.

68. *Ladders.*—All ladders used in replacing belts shall be specially made and reserved for that work and provided with hooks or an effective non-skid device. Ladders provided with hooks must have hooks fitted in such suitable position that they rest on the shaft when the bottom end of the ladder is resting on the floor.

CHAPTER V.

Rule prescribed under sub-section (2) of section 42.

69. *Washing Facilities.*—(1) This rule shall come into force, in respect of any class or description of Factories, on such dates as the State Government may, by notification in the official gazette, appoint in this behalf.

(2) There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

(3) Without prejudice to the generality of the foregoing provisions the washing facilities shall include—

(*a*) a trough with taps or jets at intervals of not less than two feet, or

(*b*) wash-basins with taps attached thereto, or

(*c*) taps on stand-pipes, or

(*d*) showers controlled by taps, or

(*e*) circular troughs of the fountain type :

Provided that the Inspector may, having regard to the needs and habits of the workers, fix the proportion in which the aforementioned types of facilities shall be installed.

(4) (*a*) Every trough and basin shall have a smooth impervious surface and shall be fitted with a waste-pipe and plug.

(*b*) The floor or ground under and in the immediate vicinity of every trough, tap, jet, wash basin, stand-pipe and shower shall be so laid or finished as to provide a smooth impervious surface and shall be adequately drained.

(5) For persons whose work involves contact with any injurious or noxious substance there shall be at least one tap for every fifteen persons ; and for persons whose work does not involve such contact the number of taps shall be as follows :—

No. of workers.	Number of taps.
Up to 20	1
21 to 35	2
36 to 50	3
51 to 150	4
151 to 200	5
Exceeding 200 but not exceeding 500 ...	5 plus one tap for every 50 or fraction of 50.
Exceeding 500	11 plus one tap for every 100 or fraction of 100.

(6) If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the worker "For Women Only" and shall also be indicated pictorially.

(7) The water supply to the washing facilities shall be capable of yielding at least six gallons a day for each person employed in the factory and shall be from a source approved in writing by the Health Officer : Provided that where the Chief Inspector is satisfied that such an yield is not practicable he may by certificate in writing permit the supply of a smaller quantity not being less than one gallon per day for every person employed in the factory.

Rule prescribed under sub-section (1) of section 45.

70. *First Aid Appliance.*—The first aid boxes or cupboards shall be distinctively marked with a red cross on a white ground and shall contain the following equipment :—

A. For factories in which the number of persons employed does not exceed ten, or (in the case of factories in which mechanical power is not used) does not exceed fifty persons—Each first-aid box or cupboard shall contain the following equipment :—

(*i*) 6 small sterilized dressings.
(*ii*) 3 medium size sterilized dressings.
(*iii*) 3 large size sterilized dressings.
(*iv*) 3 large size sterilized burn dressings.
(*v*) 1 (1 oz.) bottle containing a two per cent. alcoholic solution of iodine.
(*vi*) 1 (1 oz.) bottle containing sal-volatile having the dose and mode of administration indicated on the label.
(*vii*) A snake-bite lancet.
(*viii*) 1 (1 oz.) bottle of potassium permanganate crystals.
(*ix*) 1 pair scissors.
(*x*) 1 copy of the first aid leaflet issued by the Chief Adviser, Factories, Government of India.

B. For factories in which mechanical power is used and in which the number of persons employed exceeds ten but does not exceed fifty—Each first-aid box or cupboard shall contain the following equipment :—

(*i*) 12 small sterilized dressings.
(*ii*) 6 medium size sterilized dressings.
(*iii*) 6 large size sterilized dressings.

(*iv*) 6 large size sterilized burn dressings.
(*v*) 6 (½ oz.) packets sterilized cotton wool.
(*vi*) 1 (2 oz.) bottle containing a two per cent. alcoholic solution of iodine.
(*vii*) 1 (2 oz.) bottle containing sal-volatile having the dose and mode of administration indicated on the label.
(*viii*) 1 roll of adhesive plaster.
(*ix*) A snake bite lancet.
(*x*) 1 (1 oz.) bottle of potassium permanganate crystals.
(*xi*) 1 pair scissors.
(*xii*) 1 copy of first aid leaflet issued by the Chief Adviser, Factories, Government of India.

C. For factories employing more than fifty persons—Each first-aid box or cupboard shall contain the following equipment :—
(*i*) 24 small sterilized dressings.
(*ii*) 12 medium size sterilized dressings.
(*iii*) 12 large size sterilized dressings.
(*iv*) 12 large size sterilized burn dressings.
(*v*) 12 (½ oz.) packets sterilized cotton wool.
(*vi*) 1 snake bite lancet.
(*vii*) 1 pair scissors.
(*viii*) 2 (1 oz.) bottles of potassium permanganate crystals.
(*ix*) 1 (4 oz.) bottle containing a two per cent. alcoholic solution of iodine.
(*x*) 1 (4 oz.) bottle of sal-volatile having the dose and mode of administration indicated on the label.
(*xi*) 1 copy of the first aid leaflet issued by the Chief Adviser Factories, Government of India.
(*xii*) 12 roller bandages 4 inches wide.
(*xiii*) 12 roller bandages 2 inches wide.
(*xiv*) 2 rolls of adhesive plaster.
(*xv*) 6 triangular bandages.
(*xvi*) 2 packets of safety pins.
(*xvii*) A supply of suitable splints.
(*xviii*) 1 tournequet :

Provided that items (*xii*) to (*xviii*) inclusive need not be included in the standard first-aid box or cupboard (*a*) where there is a properly equipped ambulance room, or (*b*) if at least one box containing such items and placed and maintained in accordance with the requirements of section 45 is separately provided.

D. In lieu of the dressings required under items (*i*) and (*ii*), there may be substituted adhesive wound dressings approved by the Chief Inspector of Factories.

Rule prescribed under sub-section (3) of section 45.

71. *Ambulance Room.*—(1) This Rule shall come into force, in respect of any class or description of factories, on such dates as the State Government may, by notification in the official gazette, appoint in this behalf.

(2) The ambulance room or dispensary shall be in charge of a qualified medical practitioner assisted by at least one qualified nurse and such subordinate staff as the Chief Inspector may direct.

(3) The ambulance room or dispensary shall be separate from the rest of the factory and shall be used only for the purpose of first aid treatment and rest. It shall have a floor area of at least 250 sq. ft. and smooth, hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and

artificial means. An adequate supply of wholesome drinking water shall be laid on and the room shall contain at least :—

(*i*) A glazed sink with hot and cold water always available.

(*ii*) A table with a smooth top at least 6′ × 3′–6″.

(*iii*) Means for sterilizing instruments.

(*iv*) A couch.

(*v*) Two stretchers.

(*vi*) Two buckets or containers with close fitting lids.

(*vii*) Two rubber hot water bags.

(*viii*) A kettle and spirit stove or other suitable means of boiling water.

(*ix*) Twelve plain wooden splints 36″ × 4″ × ¼″.

(*x*) Twelve plain wooden splints 14″ × 3″ × ¼″.

(*xi*) Six plain wooden splints 10″ × 2″ × ½″.

(*xii*) Six woollen blankets.

(*xiii*) One pair artery forceps.

(*xiv*) One bottle of spiritus Ammonial Arometicus and Sal Volatile i.e Smelling Salts.

(*xv*) Two medium size sponges.

(*xvi*) Six hand towels.

(*xvii*) Four "Kindney" trays.

(*xviii*) Four cakes carbolic soap.

(*xix*) Two glass tumblers and two wine glasses.

(*xx*) Two clinical thermometers.

(*xxi*) Graduated measuring glass with teaspoon.

(*xxii*) One eye bath.

(*xxiii*) One bottle (2 lbs.) carbolic lotion 1 in 20.

(*xxiv*) Three chairs.

(*xxv*) One screen.

(*xxvi*) One electric hand torch.

(*xxvii*) Four first aid boxes or cupboards stocked to the standards prescribed under item C of Rule 70.

(*xxviii*) An adequate supply of anti-tetanus serum.

(4) The occupier of every factory to which these Rules apply shall, for the purpose of removing serious cases of accident or sickness, provide in the premises and maintain in good condition a suitable conveyance unless he has made arrangements for obtaining such a conveyance from a hospital.

(5) A record of all cases of accident and sickness treated at the room shall be kept and produced to the Inspector or Certifying Surgeon when required.

Rules 72 to 78 prescribed under section 46.

72. *Canteens.*—(1) Rules 72 to 78 shall come into force in respect of any class or description of factories on such dates as the State Government may by notification in the official Gazette appoint in this behalf.

(2) The occupier of every factory wherein more than 250 workers are ordinarily employed and which is specified by the State Government by a notification in this behalf, shall provide, in or near the factory, an adequate canteen according to the standards prescribed in these Rules. The canteen shall be available for the use of the workers within six months from the date of such notification :

Provided that the State Government may for sufficient reasons, from time to time by an order in writing, extend the said period in respect of any specified factory.

(3) The Manager of a factory shall submit for the approval of the Chief Inspector plans and site plan, in duplicate, of the building to be constructed or adapted for use as a canteen.

(4) The canteen building shall be situated not less than fifty feet from any latrine, urinal, boiler-house, coal stacks, ash dumps and any other source of dust, smoke or obnoxious fumes :

Provided that the Chief Inspector may in any particular factory relax the provisions of this sub-rule to such extent as may be reasonable in the circumstances and may require measures to be adopted to secure the essential purpose of this sub-rule.

(5) The canteen building shall be constructed in accordance with the plans approved by the Chief Inspector and shall accommodate at least a dining hall, kitchen, store room, pantry and washing places separately for workers and for utensils.

(6) In a canteen the floor and inside walls up to a height of 4 feet from the floor shall be made of smooth and impervious material ; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector.

(7) The doors and windows of a canteen building shall be of flyproof construction and shall allow adequate ventilation.

(8) The canteen shall be sufficiently lighted at all times when any persons have access to it.

(9) (*a*) In every canteen—

(*i*) all inside walls of rooms and all ceilings and passages and staircases shall be lime-washed or coloured-washed at least once in each year or painted once in three years dating from the period when last lime-washed or painted, as the case may be ;

(*ii*) all wood work shall be varnished or painted once in three years dating from the period when last varnished or painted ;

(*iii*) all internal structural iron or steel work be varnished or painted once in three years dating from the period when last varnished or painted : Provided that inside walls of the kitchen shall be lime-washed once every four months.

(*b*) Records of dates on which lime-washing, colour-washing, varnishing or painting is carried out shall be maintained in the prescribed Register (Form No. 7).

(10) The precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangement shall be made for the collection and disposal of garbage.

73. *Dining Hall.*—The dining hall shall accommodate at a time at least 30 per cent. of the workers working at a time :

Provided that, in any particular factory or in any particular class of factories, the State Government may, by a notification in this behalf, alter the percentage of workers to be accommodated.

(2) The floor area of the dining hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than 10 square feet per diner to be accommodated as prescribed in sub-rule (1).

Provided that in the case of factories in existence at the date of the commencement of the Act, where it is impracticable, owing to the lack of space to provide 10 square feet of floor area for each person, such reduced floor area per person shall be provided as may be approved in writing by the Chief Inspector.

(3) A portion of the dining hall and service counter shall be partitioned off and reserved for women workers in proportion to their number. Washing places for women shall be separate and screened to secure privacy.

(4) Sufficient tables, stools, chairs or benches shall be available for the number of diners to be accommodated as prescribed in sub-rule (1).

74. *Equipment.*—(1) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen. Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.

(2) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

75. *Prices to be displayed.*—The charge per portion of food stuff, beverages and any other item served in the canteen shall be conspicuously displayed in the canteen.

76. *Accounts.*—(1) All books of accounts, registers and any other documents used in connection with the running of the canteen shall be produced on demand to an Inspector of Factories.

(2) The accounts pertaining to the canteen shall be audited, once every twelve months, by registered accountants and auditors. The balance sheet prepared by the said auditors shall be submitted to the Canteen Managing Committee not later than two months after the closing of the audited accounts :

Provided that the accounts pertaining to the canteen in a Government factory having its own Accounts Department, may be audited in such Department.

77. *Managing Committee.*—(1) The Manager shall appoint a Canteen Managing Committee which shall be consulted from time to time as to—

(*a*) the quality and quantity of food stuffs to be served in the canteen ;

(*b*) the arrangement of the menus ;

(*c*) times of meals in the canteen ; and

(*d*) any other matter pertaining to the canteen as may be directed by the Committee.

(2) The Canteen Managing Committee shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory, provided that in no case shall there be more than 5 or less than 2 workers on the Committee.

(3) The Manager shall in consultation with the members of the Joint-Committee, if any, determine and supervise the procedure for elections to the Canteen Managing Committee.

(4) The Canteen Managing Committee shall be reconstituted every two years the previous Managing Committee holding office till such time as the new Committee takes charge.

(5) The Canteen Managing Committee may in writing, direct the Manager to provide in the canteen any item of food stuff if it is satisfied that such item is in general demand, or is likely to be in general demand. Such direction shall specify the size of each portion to be served, number of portions which shall be available and the frequency of serving the particular item per week. Such direction shall specify the time limit within which the direction shall be complied with.

78. *Food-stuffs to be served and prices to be charged.*—While issuing rules or directions regarding the foodstuffs to be served and the charges to be made therefor, the Chief Inspector of Factories shall take into consideration the menu in vogue in the region concerned and exclude rent for the land and building, interest on the amounts spent on the provision and maintenance of furniture and equipment provided for the canteen, depreciation charges, electric charges and the element of profit. This shall be done in consultation with the Canteen Managing Committee.

Rule prescribed under section 47.

79. *Shelters, rest rooms and lunch rooms.*—(1) This Rule shall come into force, in respect of any class or description of factories, on such dates as the State Government may, by notification in the official gazette, appoint in this behalf.

(2) The shelters, or rest rooms and lunch rooms shall conform to the following standards :—

(*a*) The building shall be soundly constructed and all the walls and roof shall be of suitable heat resisting materials and shall be water-proof. The floor and walls to a height of 3 feet shall be so laid or finished as to provide a smooth, hard and impervious surface.

(*b*) The height of every room in the building shall be not less than 12 feet from floor level to the lowest part of the roof and there shall be at least 12 square feet of floor are for every person employed. Provided that (*i*) workers who habitually go home for their meals during the rest periods may be excluded in calculating the number of workers to be accommodated, and (*ii*) in the case of factories in existence at the date of commencement of the Act, where it is impracticable, owing to lack of space to provide 12 square feet of floor area for each person, such reduced floor area per person shall be provided as may be approved in writing by the Chief Inspector.

(*c*) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.

(*d*) Every room shall be adequately furnished with chairs or benches with back-rests.

(*e*) Sweepers shall be employed whose primary duty it is to keep the rooms, building and precincts thereof in a clean and tidy condition.

Rules prescribed under sub-section (3) of section 48.

80. *Creches.*—(1) Rules 80 to 83 shall come into force, in respect of any class or description of factories, on such dates as the State Government may, by notification in the official gazette, appoint in this behalf.

(2) The creche shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable it shall not be situated in close proximity to any part of the factory where obnoxious fumes, dust or odours are given off or in which excessively noisy processes are carried on.

(3) The building in which the creche is situated shall be soundly constructed and all the walls and roof shall be of suitable heat resisting materials and shall be water-proof. The floor and internal walls of the creche shall be so laid or finished as to provide a smooth impervious surface.

(4) The height of the rooms in the building shall be not less than 12 feet from the floor to the lowest part of the roof and there shall be not less than 20 sq. ft. of floor area for each child to be accommodated.

(5) Effective and suitable provision shall be made in every part of the creche for securing and maintaining adequate ventilation by the circulation of fresh air.

(6) The creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or cradle with the necessary bedding for each child, provided that for children over two years of age it will be sufficient if suitable bedding is made available and at least one chair or equivalent seating accommodation for the use of each mother while she is feeding or attending to her child, and a sufficient supply of suitable toys for the older children.

(7) A suitably fenced and shady open air play-ground shall be provided for the older children. Provided that the Chief Inspector may, by order in writing, exempt any factory from compliance with this sub-rule if he is satisfied that there is not sufficient space available for the provision of such a play-ground.

81. *Wash Room.*—There shall be in or adjoining the creche a suitable wash room for the washing of the children and their clothing. The wash room shall conform to the following standards :—

(*a*) The floor and internal walls of the room to a height of 3 feet shall be so laid or finished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition.

(*b*) There shall be at least one basin or similar vessel for every four children accommodated in the creche at any one time together with a supply of water provided, if practicable, through taps from a source approved by the Health Officer. Such source shall be capable of yielding for each child a supply of at least five gallons of water a day ;

(*c*) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the creche.

82. *Supply of Milk and Refreshment.*—At least half a pint of clean pure milk shall be available for each child on every day it is accommodated in the creche and the mother of such a child shall be allowed in the course of her daily work two intervals of at least fifteen minutes each (other than those allowed under section 55) to feed the child. For children above two years of age there shall be provided in addition an adequate supply of wholesome refreshment.

83. *Creche staff.*—For each creche there shall be appointed a woman in-charge and an adequate number of female-attendants to help the woman in-charge. The creche staff shall be provided with suitable clean clothes for use while on duty.

83-A. (1) *Qualifications of a woman in-charge.*—Except as provided in sub-rule (2) no woman shall be appoited under rule 83 as a woman in-charge of a creche after the 1st June 1952 unless she possesses the Bombay Provincial Nurses' Councils Midwifery qualification or produces a certificate that she has undergone training for a period of not less than 18 months in a hospital, maternity home or nursing home approved in this behalf by the Chief Inspector of Factories.

(2) The provisions of sub-rule (1) shall not apply in the case of a woman who is in-charge of a creche in a factory on the 1st June 1952.

CHAPTER VI.

Working Hours of Adults.

Rule prescribed under sub-section (2) of section 53.

84. *Compensatory Holidays.*—(1) Except in the case of worker engaged in any work which for technical reasons must be carried on continuously throughout the day, the compensatory holidays to be allowed under sub-section (*1*) of section 53 of the Act shall be so spaced that not more than two holidays are given in one week.

(2) The Manager of the factory shall display, on or before the end of the month in which holidays are lost, a notice in respect of workers allowed compensatory holidays during the following month and of the dates thereof, at the place at which the Notice of Periods of Work prescribed under section 61 is displayed. Any subsequent change in the notice in respect of any compensatory holiday shall be made not less than three days in advance of the date of that holiday.

(3) Any compensatory holiday or holidays to which a worker is entitled shall be given to him before he is discharged or dismissed and shall not be reckoned as part of any period of notice required to be given before discharge or dismissal.

(4) (*a*) The Manager shall maintain a Register in Form No. 12 :

Provided that, if the Chief Inspector of Factories is of the opinion that any muster roll or register maintained as part of the routine of the factory or return made by the Manager, gives in respect of any or all of the workers in the factory the particulars required for the enforcement of section 53, he may, by order in writing, direct that such muster roll or register or return shall, to the corresponding extent, be maintained in place of and be treated as the register or return required under this Rule for that factory.

(*b*) The register maintained under clause (*a*) shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand.

Rules prescribed under sub-section (2) of section 58 and section 112.

84A. (1) *Factories exempted under section 58.*—The printing presses attached to the newspaper offices shall be exempted from the provisions of sub-section (*1*) of section 58, subject to the following conditions, namely :—

In such printing press—

(*i*) the workers of each relay shall wear a badge of distinct colour which will identify the worker of one relay from that of the other ;

(*ii*) the colour of the badge to be worn by the workers of each relay shall be specified in the notice of periods of work required to be displayed and correctly maintained under sub-section (*1*) of section 61 and in the copies of the notice to be sent to the Inspector under sub-sections (*9*) and (*10*) of the said section ;

(*iii*) a flag or light having the same colour as that of the badge to be worn by the workers of any relay actually at work shall be displayed during the time of actual working of one or more relays in the department concerned ;

(*iv*) each worker engaged in the work carried on by means of overlapping shifts shall be in possession of an identity card. The identity card shall be supplied to the worker by the factory management free of cost and shall bear the photograph of the worker, his full name, signature or thumb impression and visible identification mark and the signature of the manager.

(2) The G. I. P. Railway Mechanical Workshop (including Electrical Branch) Parel, shall be exempted from the provisions of sub-section (*1*) of section 58 of the Act.

Muster roll prescribed under sub-section (4) of section 59.

85. *Muster-roll for exempted factories.*—The Manager of every factory in which workers are exempted under section 64 or 65 from the provisions of section 51 or 54 shall keep a muster roll in Form No. 13 showing the normal piece work rate of pay, or the rate of pay per hour, of all exempted employees. In this muster roll shall be correctly entered the extent of overtime worked by each worker together with the overtime earnings in respect thereof and the dates of the payment of such earnings. The muster roll in Form No. 13 shall always be available and produced for inspection whenever required by an Inspector.

Rule prescribed under section 60.

86. *Double employment of workers.*—(*a*) The Inspector may sanction the employment of adult workers in more than one factory on the same day if he is satisfied that such adult worker is allowed to work not more than forty-eight hours in a week and is allowed weekly holidays as per section 52.

(*b*) A note under the initials of the Inspector shall be made in the remarks column of a Register of such workers permitted to work in more than one factory.

Notice prescribed under sub-section (8) of section 61.

87. *Notice of periods of work for adults.*—The notice of periods of work for adult workers shall be in Form No. 14.

Register prescribed under sub-section (2) of section 62.

88. *Register of adult workers.*—The Register of adult workers shall be in form No. 15. This register shall be written up afresh each year and shall be preserved for a period of twelve months.

Rules 89 to 91 prescribed under section 64.

89. *Persons defined to hold positions of supervision or management or confidential position.*—The following persons shall be deemed to hold positions of supervision or management or to be employed in a confidential position in the factory :—

(*a*) All persons specified in the Schedule annexed hereto.

(*b*) Any other person who, in the opinion of the Chief Inspector, holds a position of supervision or management or is employed in a confidential position.

SCHEDULE.

List of Persons defined to hold Positions of Supervision or Management in Factories.

I. *All Factories.*

Manager.

Assistant Manager.

Labour Officer.

Departmental heads and Assistants.

Engineer and certified Assistants.

Electrical Engineer.

Head Storekeeper and Assistants.

Boiler Serang.

Technical Experts.

II. *Engineering Workshops.*

Foremen.

Inspectors.

Chargemen.

Workshop Overseers.

(In addition to persons in the list "I. All Factories", above).

III. *Spinning and Weaving Mills.*

Engineering Departments.

Foremen Mechanics.

Spinning Departments.

Jobbers or Muccadams

(*Note*—Spinning department shall, for the purpose of this Rule, be deemed to include also the blowing, carding, drawing and frame departments.)

Weaving Department.

Jobbers, Overseers or Muccadams.

(*Note*—Weaving departments shall, for the purpose of this Rule, be deemed to include, the preparatory departments of winding, warping and sizing.)

Dyeing, Bleaching, Calendering, Finishing and Cloth Printing Departments.

Jobbers, Overseers or Muccadams,

(In addition to persons in the list "I. All Factories", above.)

90. *List to be nominated of persons holding confidential position or position of supervision or management.*—A list showing the names and designations of all persons to whom the provisions of sub-section (*1*) of section 64 have been applied shall be maintained in every factory.

91. *Exemption of certain adult workers.*—Adult workers engaged in factories specified in column 2 of the Schedule hereto annexed on the work specified in column 3 of the said Schedule shall be exempt from the provisions of the sections specified in column 4, subject to the conditions if any, specified in column 5 of the said Schedule.

Provided that—

(*a*) no female adult worker shall be required or allowed to work for more than nine hours in any day ;

(*b*) except in the case of urgent repairs—(1) No male adult worker shall be required or allowed to work for more than ten hours in any day ;

(2) No male adult worker shall be required or allowed to work in any quarter for more than fifty hours overtime on weekly limits ;

(3) Periods of work for each male adult worker shall be so arranged that inclusive of his interval for rest, they shall not spread over more than twelve hours in any day.

SCHEDULE.

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Conditions.
1	2	3	4	5
64 (2) (*a*) and 64 (*3*).	1. All factories ...	Urgent repairs ...	Sections 51, 52, 54, 55, 56 and 61.	(*a*) Unless the Inspector gives permission in writing for reporting, otherwise than as herein laid down, the employment of persons on urgent repairs, the manager— (*i*) shall send within twenty-four hours of the commencement of work on urgent repairs, written notice to the Inspector describing briefly the nature of the urgent repairs and the probable period of their duration, and (*ii*) shall send weekly, during the continuance of the work on urgent repairs, a statement giving the names of all persons, who have worked for more than nine hours in any one day or for more than forty-eight hours of the preceding week in a factory. Such statement shall also show total number of hours worked each day of the week. (*b*) If the Inspector is of opinion that any work being carried on or likely to be carried on in a factory as "urgent repairs" is not "urgent repairs", the Inspector shall serve on the manager an order to that effect, and the manager shall in respect of such work not allow any worker to work in contravention of the provisions of section 51, 52, 54, 55, 56 and shall comply with section 61.
64 (*2*) (*b*), 64(*2*) (*h*) and 64 (*3*).	2. All factories other than those on continuous processes.	Work performed by :— (*i*) engine drivers, engine oilers, and ordinary firemen working with one working boiler, and	Sections 51, 52, 54, 55, 56 and 61.	(*a*) Such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory factory holidays and shall not be allowed to work for more than six hours on any of the other two weekly holidays;

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Conditions.
1	2	3	4	5
		(*ii*) workers attending to starting, stopping and maintaining electric motors and connected switch gear.		(*b*) The notice required by section 52 shall be delivered to the office of the Inspector showing on which days holidays will be allowed;
		(*iii*) Departmental oilers.		(*c*) Intervals for food and rest shall be given to all workers allowed to work on such work;
				(*d*) No worker shall be allowed to work for more than fifty-four hours in any one week; and
				(*e*) Register or muster roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work; entries in the register or muster roll shall be up-to-date.
64 (*2*) (*c*) and 64 (*3*).	3. All factories ...	... Work performed by drivers on lighting, ventilating and humidifying apparatus.	Sections 51, 54, 55, 56 and 61.	(*a*) Intervals for food and rest shall be given to all such workers;
				(*b*) Register or muster roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work; the entries in the register or muster roll shall be up-to-date.
64 (*2*) (*c*) and 64 (*3*).	4. (*i*) Cotton spinning and weaving mills.	Work performed by fire pumpmen.	Sections 51, 54, 55, 56 and 61.	Register or muster roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work; the entries in the register or muster roll shall be up-to-date.

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Conditions.
1	2	3	4	5
	(*ii*) Cotton spinning and weaving mills.	Work involved in cleaning blow room fluse.	Sections 51, 54 and 56.	(*a*) No worker shall be allowed to work for more than fifty-one hours in any one week; (*b*) No worker shall be allowed to work in such a manner that the spread-over exceeds ten and a half hours except on one day in a week previously notified to the Inspector when it shall not exceed twelve hours.
64 (*2*) (*b*)...	5 Dyeing and bleaching factories or departments.	Work performed by kiermen.	Sections 51, 54, 55 and 56.	The intervals for food and rest totalling one hour if working hours exceed eight and a half in a day, or half an hour if working hours do not exceed eight and half hours shall be given to each worker every day and the register or muster roll maintained in accordance with section 62 shall show correctly the periods of work of each worker;
64 (*2*) (*d*)...	6 Cloth printing factories or departments of factories and bleaching, finishing, mercerising and dyeing departments of factories.	All Work ...	Section 55...	Workers shall be allowed to work on shifts of not longer than eight hours duration.
64 (*2*) (*c*) and 64 (*3*).	7. (*i*) All factories other than cotton spinning and weaving mills.	Work performed by fire pumpmen.	Sections 51, 54, 55, 56 and 61.	Register or muster roll required to be maintained under section 62 shall show correctly full particulars of periods within which each such worker may be required to work; the entries in the register or muster roll shall be up-to-date.
64 (*2*) (*b*)...	(*ii*) All factories other than cotton spinning and weaving mills.	(*a*) Work performed by oilers, and (*b*) Work in mechanic shops, smithies or foundries so far as such work is complementary to the main operations.	Sections 51, 54 and 56.	*This exemption shall not apply*— (*i*) in the case of work performed by oilers, where these workers of the factories in which they work have been exempted from the provisions of section 52 or 55; and (*ii*) to the work in the mechanic shop, smithy or foundry portion of engineering workshops or to a smithy or foundry used solely as such.

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Conditions.
1	2	3	4	5
64 (*2*) (*d*) and 64 (*3*).	8. Oil tank installations.	Work performed by workers in connection with pumping operations.	Sections 51, 52, 54, 55, 56 and 61.	(*a*) Intervals for food and rest shall be given to all workers allowed to work on such work: (*b*) A compensatory rest period of at least twenty-four consecutive hours shall be given to each worker after the cessation of the pumping operations; (*c*) Notice of such pumping operations with the number of workers allowed to work shall be sent to the Inspector as soon as possible after commencement of such work; (*d*) Exemption from section 61 shall be availed of only during the continuance of pumping operations;
64 (*2*)(*b*)...	9. Oil tank installations.	Work performed by furnacemen and firemen.	Sections 51, 54, and 56.	.....
64 (*2*)(*d*)...	10. Public electricity supply factories generating electricity any manner and those engine rooms and boiler departments generating electricity in any manner for their own use employing workers on shifts of not more than eight hours each.	Operation and maintenance of: (*i*) prime movers and auxiliaries, generators, transformers and switch-gear; (*ii*) boilers and auxiliaries.	Sections 51, 52, 54, 55, and 56.	(*a*) The workers shall be allowed to work on shifts of not longer than eight hours' duration. (*b*) No worker shall be allowed to work in such a manner that the spread-over exceeds twelve hours in any day and this shall only be permissible in cases when a shift reliever working on continuous process, does not attend at the correct time and alternative relief could not be arranged; (*c*) No worker shall be allowed to work for more than fifty-six hours in any one week, except that when employed as in condition (*b*) above he shall not be allowed to work for more than sixty-four hours in any one week. (*d*) Such workers shall be allowed not less than two holidays in each period covered by four consecutive in statutory factory holidays;

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Condition.
1	2	3	4	5
64 (2) (*d*) ...	11. Electrical receiving stations and sub-stations or in any factory the department of the factory receiving and distributing electrical energy for the use of the factory.	Operation and maintenance of transformers and their auxiliaries including receiving and distribution switch gear, lightning arrestors, synchronous and other condensors and rotary and static condensors.	Sections 51, 52, 54, 55, and 56.	As in exemption No. 10.
Do. ...	12. Factories or departments of factories charging electrical accumulators.	Operations in connection with charging electrical accumulators.	Do. ...	Do.
Do. ...	13. Distilleries ...	Work on the extraction of sugar from various bases, fermentation of sugar juice and distillation of fermented wash.	Do. ...	Do.
Do. ...	14. Sugar factories.	Extraction of the juice from the cane, clarification, evaporation and boiling of the juice. Curing of the masse-cuite. Bagging.	Do. ...	Do.
Do. ..	15. Chemical factories.	All continuous process work.	Do. ..	Do.
Do. ...	16. Vegetable oil hydrogenation factories.	The work, viz., refining, bleaching, filtering, generation of hydrogenating and deodorising processes also compression of oxygen and the cylinder filling.	Do. ...	Do.

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Conditions.
1	2	3	4	5
64 (2) (*d*) ...	17. Magnesium Chloride factories.	The work on concentrating process.	Sections 51, 52, 54, 55, and 56.	As in exemption No. 10.
Do. ...	18. Public pumping and compressor stations.	All work	Do. ...	Do.
Do. ...	19. Train gaslighting factories of railways.	Do. ...	Do. ...	Do.
Do. ...	20. Water supply pumping factories of railway workshops.	Do. ...	Do. ...	Do.
Do. ...	21. Ice factories ...	Work of the engine and compressor drivers and assistants and oilers.	Do. ...	Do.
Do. ...	22. Carbonic acid gas works.	Work of firemen, pumpmen, plant drivers, oilers and the filling of cylinders.	Do. ...	Do.
Do. ...	23. Carbonic acid gas solidification works.	All work except packing blocks.	Do. ...	Do.
Do. ...	24. Oxygen factories.	Engine and plant drivers, oilers and the filling of cylinders.	Do. ...	Do.
Do. ...	25. The silver refinery at the Bombay Mint.	All work ...	Do. ...	Do.
Do. ...	26. Coal Gas factories.	All work in the retort house and on the water gas plant. Work of the *male* yard labour staff in unloading coal, feeding hoppers and removing coke. Work on the syphones, boilers, station meters and governors.	Do. ...	Do.

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption. 1	Class of Factory. 2	Nature of exempted work. 3	Extent of exemptions. 4	Conditions. 5
64 (2) (*d*)..	27. Hydraulic Pumping Stations.	All work ..	Sections 51, 52, 54, 55, and 56.	As in exemption No. 10.
Do. ..	28. Paper, Cardboard and Strawboard factories working on three eight-hour shift system.	Work performed by *male* adult workers on choppers, digesters, kneaders, strainers and washers, beaters, paper making machines, pumping plants, reelers and cutters.	Do. ..	Do.
Do. ..	29. Cement factories and asbestos cement factories.	All work on continuous process units.	Do. ..	Do.
Do. ..	30. Glycerine factories.	All continuous process work.	Do. ..	Do.
Do. ..	31. Dextrine manufacturing factories.	Do. ..	Do. ..	Do.
Do. ..	32. Acetyline factories.	Generation of gas and filling of cylinders.	Do. ..	Do.
Do. ..	33. Starch factories working on 8-hour shifts.	All work except the engineering department and work shop.	Do. ..	Do.
Do. ..	4. Potassium Chlorate factories.	Work in the cell room.	Do. ..	Do.
Do. ..	35. (*i*) Ferrous and non-ferrous metal factories.	All work on furnace.	Do. ..	Do.
	(*ii*) Do. ..	Hot rolling ..	Section 55..	Workers shall be allowed to work on shifts of not longer than eight hours' duration.
Do. ..	36. (*i*) Sodium and Potassium Bichromate factories.	Work on furnace and crystalisers.	Sections 51, 52, 54, 55 and 56.	As in exemption No. 10.
Do. ..	(*ii*) Do. ..	All other work ..	Section 55..	Workers shall be allowed to work on shifts of not longer than eight hours' duration.
Do. ..	37. Oil mills ..	All continuous process work.	Do. ..	Do.
Do. ..	38. Flour mills ..	Do. ..	....	Do.
64 (2) (*b*)..	39. (*i*) Gur factories.	The work performed by workers in crushing sugarcane.	Sections 51, 55 and 56.	

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption. 1	Class of Factory. 2	Nature of exempted work. 3	Extent of exemption. 4	Conditions. 5
64 (*2*) (*c*) and 64(*3*).	(*ii*) Gur factories.	All other work except crushing sugarcane.	Sections 51, 54, 55, 56 and 61.	A notice showing of the periods of work the crusher shall be exhibited in the factory and a copy sent to the Inspector.
64 (2) (*d*)..	40 Cement tile factories.	Work on the "curing" of tiles.	Sections 51 and 52.	(*a*) No worker shall be allowed to work for more than four hours on any of the weekly holidays; (*b*) No worker shall be allowed to work on consecutive weekly holidays; (*c*) No worker shall be allowed to work in excess of limits of weekly hours of work as laid down in section 51 except during the week when the worker works on a weekly holiday as in (*a*) above. (*d*) No worker shall be allowed to work for more than fifty-two hours in any week.
64 (*2*) (*d*)..	41 (*i*) Glass factories.	Work in attending to furnace.	Sections 52 and 55.	(*a*) The workers shall be allowed to work on shifts of not longer than eight hours' duration; (*b*) No worker shall be allowed to work on consecutive weekly holidays;
	(*ii*) Do. ...	All work and processes from mixing of batch to removal of the manufactured glass ware from the lears.	Sections 51 and 52.	(*a*) The workers shall be allowed to work on shifts of not longer than eight hours' duration; (*b*) No worker shall be allowed to work for more than six hours on any of the weekly holidays; (*c*) No worker shall be allowed to work on consecutive weekly holidays; (*d*) No worker shall be allowed to work in excess of weekly limits as laid down in section 51, except during the week when the worker works on a weekly holiday as in (*b*) above.

SCHEDULE—*contd.*

Section of the Act empowering grant of exemption.	Class of Factory.	Nature of exempted work.	Extent of exemption.	Conditions.
1	2	3	4	5
64 (2) (*d*)...	42 Smelting and refining factories.	Work on the reducing furnace.	Section 55.	(*a*) The workers shall be allowed to work on shift of not longer than eight hours' duration; (*b*) Intervals for food and rest shall be given to all workers allowed to work on such work.
64 (2) (*b*)...	43 Film studios ...	All work.	Sections 51 54 and 56.	.....
64 (2) (*d*)...	44 Rubber type factories.	All work on curing process.	Sections 51, 54, 55 and 56.	(*a*) The workers shall be allowed to work on shifts of not longer than eight hours' duration; (*b*) No worker shall be allowed to work in such a manner that the spread-over exceeds twelve hours in any day and this shall only be permissible in cases when a shift reliever working on continuous process does not attend at the correct time and alternative relief could not be arranged.
Do. ...	45 Ordnance factories.	Work in melting shop, swarf annealing furnace gas producers, electrical sub-stations and water and electrical distribution departments.	Section 55...	Workers shall ordinarily work on three 8-hour shifts.
Do. ...	46 Soap factories.	Work on soap boiling pans and soap drying pans.	Section 55...	Workers shall be allowed to work on shifts of not longer than eight hours duration.
Do. ...	47 Pottery works.	Work of fireman on kilns.	Section 55...	Do. do.
Do. ...	48 Brick factories.	Do. do.	Section 55...	Do. do.
Do. ...	49 Plastic factories.	Work on plastic injection machines.	Section 55.	Do. do.
Do. ...	50 Pharmaceutical Works.	All continuous process work.	Do.	Do. do.

NOTE.—The attention of Managers of all factories is drawn to section 59 and rule 85 regarding payment for overtime work of exempted workers.

CHAPTER VII.

EMPLOYMENT OF YOUNG PERSONS.

Notice prescribed under sub-section (3) of section 72.

92. *Notice of periods of work for children.*—The notice of periods of work for child workers shall be in Form No. 16.

Register prescribed under sub-section (2) of section 73.

93. *Register of child workers.*—The Register of child workers shall be in Form No. 17. This register shall be written up afresh each year and shall be preserved for a period of twelve months.

CHAPTER VIII.

LEAVE WITH WAGES.

Rules 94-101 prescribed under sections 83 and 112.

94. *Leave with wages register.*—(1) The Manager shall keep a Register in Form No. 18 hereinafter called the Leave with Wages Register:

Provided that if the Chief Inspector is of the opinion that any muster roll or register maintained as part of the routine of the factory, or return made by the Manager, gives in respect of any or all of the workers in the factory, the particulars required for the enforcement of Chapter VIII of the Act, he may, by order in writing, direct that such muster roll or register or return shall, to the corresponding extent, be maintained in place of and be treated as the register or return required under this Rule in respect of that factory.

(2) The Leave with Wages Register shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand..

95. *Leave Book.*—(1) The Manager shall provide each worker with a book in Form No. 19 (hereinafter called the Leave Book). The Leave Book shall be the property of the workers and the Manager or his agent shall not demand it except to make entries of the dates of holidays or interruptions in service, and shall not keep it for more than a week at a time.

(2) If a worker loses his Leave Book the Manager shall provide him with another copy on the payment of anna one within fifteen days, and shall complete it from his record.

96. *Medical certificate.*—If any worker is absent from work and it appears that his absence is due to illness, he shall, if so required by his Manager by a notice in writing, submit a medical certificate signed by a registered medical practitioner or by a registered or recognised *vaid* or *hakim* stating the cause of the absence and the period for which the worker is, in the opinion of such medical practitioner, *vaid* or *hakim*, unable to attend to his work:

Provided that if in any village there is no registered medical practitioner or recognised *vaid* or *hakim* a certificate of the President of the Village Panchayat or Headman of the Village shall be deemed as sufficient for the purposes of this rule.

97. *Notice to Inspector of involuntary unemployment.*—The Manager shall give as soon as possible, a notice to the Inspector of every case of involuntary unemployment of w'rkers, giving numbers of unemployed and the reason for their unemployment. Entries to this effect shall be made in the Leave with Wages Register an the Leave Book in respect of each worker concerned.

98. *Notice by worker.*—Before or on the completion of a period of twelve months' continuous service in the factory, as defined in section 79, a worker may give notice to the Manager of his intention not to avail himself of h lidays falling due in the following period of twelve months. The Manager shall make an entry to that effect in the Leave with Wages Register and in the Leave Book of the worker concerned.

99. *Notice of Leave with wages.*—(1) Except in regard to a worker who has given notice of his intention not to avail himself of holidays in the year in which these fall due, the Manager shall by a notice displayed at the place at which the notice of the periods of work required by section 61 is displayed, fix the dates on which leave with wages shall be allowed to each worker or group of workers including any worker who has accumulated his leave. This date shall not, in an individual case, be earlier than four weeks from the date of notice unless the worker agrees to take the leave earlier. The necessary entries shall be made in the leave with Wages Register and the Leave Book of the worker concerned.

(2) As far as circumstances permit, members of the same family, comprising husband, wife and children shall be allowed leave on the same date.

(3) The Manager may alter the date fixed for leave only after giving a notice of four weeks to the worker.

(4) A worker may exchange the period of his leave with another worker, subject to the approval of the Manager.

100. *Payment of wages if the worker dies.*—If a worker dies before he resumes work, the balance of his pay, due for the period of leave, shall be paid to his nominee within one week of the receipt of intimation of death of the worker.

101. *Register to be maintained in case of exemption under section 84.*—(1) Where an exemption is granted under section 84, the Manager shall maintain a Register showing the position of each worker as regards leave due, leave taken and wages granted.

(2) He shall display at the main entrance of the factory, a notice giving full details of the system established in the factory for leave with wages and shall send a copy of it to the Inspector.

(3) No alternation shall be made in the scheme approved by the State Government at the time of granting exemption under section 84 without its previous sanction.

CHAPTER IX.

SPECIAL PROVISIONS.

Rule prescribed under section 87.

102. *Dangerous Operations.*—(1) The following operations when carried on in any factory are declared to be dangerous operations under section 87 :—

1. Manufacture of aerated water and processes incidental thereto.

2. Electrolytic planting or oxidation of metal articles by use of an electrolyte containing chromic acid or other chromium compounds.

3. Manufacture and repair of electric accumulators.

4. Glass Manufacture.

5. Grinding or glazing of metals.

6. Manufacture and treatment of lead and certain compounds of lead.

7. Generating petrol gas from petrol.

8. Cleaning or smoothing of articles by a jet of sand, metal shot or grit or other abrasive propelled by a blast of compressed air or steam.

9. Liming and tanning of raw hides and skins and processes incidental thereto.

10. Manufacture of Chromic acid or manufacture or recovery of bichromate of sodium or potasium or ammonium.

11. Manipulation of nitro or amido compounds.

(2) The provisions specified in the Schedules annexed hereto shall apply to any class or description of factories wherein dangerous operations specified in each Schedule are carried out.

(3) This Rule shall come into force in respect of any class or description of factories, wherein the said operations are carried on, on such dates as the State Government may by notification in the Official Gazette appoint in this behalf.

SCHEDULE I.

Manufacture of Aerated Waters and Processes incidental thereto.

1. *Fencing of machines.*—All machines for filling bottles or syphons shall be so constructed, placed or fenced as to prevent, as far as may be practicable, a fragment of a bursting bottle or syphon from striking any person employed in the factory.

2. *Face-guards and gauntlets.*—(1) The occupier shall provide and maintain in good condition for the use of all persons engaged in filling bottles or syphons :—

(*a*) suitable face-guards to protect the face, neck and throat, and

(*b*) suitable gauntlets for both arms to protect the whole hand and arms :

Provided that—

(*i*) paragraph 2 (1) shall not apply where bottles are filled by means of an automatic machine so constructed that no fragment of a bursting bottle can escape, and

(*ii*) where a machine is so constructed that only one arm of the bottler at work upon it is exposed to danger, a gauntlet need not be provided for the arm which is not exposed to danger,

(2) The occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting or labelling bottles or syphons—

(*a*) suitable face-guards to protect the face, neck and throat, and

(*b*) suitable gauntlets for both arms to protect the arm and at least half of the palm and the space between the thumb and forefinger.

3. *Wearing of face-guards and gauntlets.*—All persons engaged in any of the processes specified in paragraph 2 shall, while at work in such processes, wear the face-guards and gauntlets provided under the provisions of the said paragraph.

SCHEDULE II.

Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acid or other chromium compounds.

1. *Definitions.*—For the purposes of this Schedule :—

(*a*) "Electrolytic chromium process" means the electrolytic plating or oxidation of metal articles by the use of an electrolyte containing chromic acid or other chromium compounds.

(*b*) "Bhat" means any vessel used for an electrolytic chromium process or for any subsequent process.

(*c*) "Employed" means in paragraphs 5, 7, 8 and 9 of this Schedule, employed in any process involving contact with liquid from a bath.

(*d*) "Suspension" means suspension from employment in any process involving contact with liquid from any bath by written certificate in the Health Register, signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

2. *Exhaust draught.*—An efficient exhaust draught shall be applied to every vessel in which an electrolytic chromium process is carried on. Such draught shall be provided by mechancial means and shall operate on the vapour or spray given off in the process as near as may be at the point of origin. The exhaust draught appliance shall be so constructed, arranged and maintained as to prevent the vapour or spray entering into any room or place in which work is carried on.

3. *Prohibition relating to women and young persons.*—No woman, adolescent or child shall be employed or permitted to work at a bath.

4. *Floor of workrooms.*—The floor of every room containing a bath shall be impervious to water. The floor shall be maintained in good and level condition and shall be washed down at least once a day.

5. *Protective clothing.*—(1) The occupier of the factory shall provide and maintain in good and clean condition the following articles of protective clothing

for the use of all persons employed on any process at which they are liable to come in contact with liquid from a bath and such clothing shall be worn by the persons concerned :—

(*a*) water-proof aprons and bibs, and

(*b*) for persons actually working at a bath, loose-fitting rubber gloves and rubber boots or other water-proof footwear.

(2) The occupier shall provide and maintain for the use of all persons employed suitable accommodation for the storage and adequate arrangements for the drying of the protective clothing.

6. *Medical requisites.*—The occupier shall provide and maintain a sufficient supply of suitable ointment and impermeable water-proof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the ointment and plaster.

7. *Medical examination.*—(*a*) Every person employed shall be examined by the Certifying Surgeon once in every 14 days and such examination shall take place at the factory.

(*b*) A Health Register in the prescribed Form No. 20 shall be kept by the occupier of the factory and in it shall be entered the names of all persons employed together with such entries as the Certifying Surgeon may make from time to time.

(*c*) No person after suspension shall be employed without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

8. *Cautionary placard.*—A Cautionary placard in the form specified by the Chief Inspector and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

9. *Weekly examination.*—A responsible person appointed in writing by occupier of the factory shall twice in every week inspect the hands and forearms of all persons employed and shall keep a record of such inspections in the Health Register.

SCHEDULE III.

Manufacture and repair of electric accumulators.

1. *Savings.*—This schedule shall not apply to the manufacture or repair of electric accumulators or parts thereof not containing lead or any compound of lead ; or to the repair on the premises, of any accumulator forming part of a stationary battery.

2. *Definitions.*—For the purposes of this Schedule :

(*a*) " Lead Process " means the melting of lead or any material containing lead, casting, pasting, lead burning, or any other work, including trimming, or any other abrading or cutting of pasted plates, involving the use, movement or manipulation of, or contact with, any oxide of lead.

(*b*) "Manipulation of raw oxide of lead" means any lead process involving manipulation or movement of raw oxides of lead other than its conveyance in a receptacle or by means of an implement from one operation to another.

(*c*) "Suspension" means suspension from employment in any lead process by written certificates in the Health Register (Form No. 20) signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

3. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on.

4. *Separation of certain processes.*—Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another, and from any other process —

(*a*) Manipulation of raw oxide of lead ;

(*b*) Pasting ;

(*c*) Drying of pasted plates ;

(*d*) Formation with lead burning ("tacking") necessarily carried on in connection therewith ;

(*e*) Melting down of pasted plates.

5. *Air space.*—In every room in which a lead process is carried on, there shall be at least 500 cubic feet of air space for each person employed therein, and in computing this air space no height over 12 feet shall be taken into account.

6. *Ventilation.*—Every workroom shall be provided with inlets and outlets of adequate size as to secure and maintain efficient ventilation in all parts of the room.

7. *Distance between workers in pasting room.*—In every pasting room the distance between the centre of the working position of any pastor and that of the pastor working nearest to him shall not be less than five feet.

8. *Floor of workrooms.*—(1) The floor of every room in which a lead process is carried on shall be—

(*a*) of cement or similar material so as to be smooth and impervious to water ;

(*b*) maintained in sound condition ;

(*c*) kept free from materials, plant, or other obstruction not required for, or produced in, the process carried on in the room.

(2) In all such rooms other than grid casting shops the floor shall be—

(*d*) cleansed daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.

(3) In grid casting shops the floor shall be cleansed daily.

(4) Without prejudice to the requirements of sub-paragraphs (1), (2) and (3), where manipulation of raw oxide of lead or pasting is carried on, the floor shall also be—

(*a*) kept constantly moist while work is being done ;

(*b*) provided with suitable and adequate arrangements for drainage ;

(*c*) thoroughly washed daily by means of a hose pipe.

9. *Work-benches.*—The work-benches at which any lead process is carried on shall—

(*a*) have a smooth surface and be maintained in sound condition ;

(*b*) be kept free from all materials or plant not required, or produced in, the process carried on thereat ;

and all such work-benches other than those in grid casting shops shall—

(*c*) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat ;

and, all such work-benches in grid casting shops, shall—

(*d*) be cleansed daily ;

and every work-bench used for pasting shall—

(*e*) be covered throughout with sheet lead or other impervious material ;

(*f*) be provided with raised edges ;

(*g*) be kept constantly moist while pasting is being carried on.

10. *Exhaust draught.*—The following process shall not be carried on without the use of an efficient exhaust draught—

(*a*) Melting of lead or materials containing lead ;

(*b*) Manipulation of raw oxide of lead, unless done in an enclosed apparatus so as to prevent the escape of dust into the workroom ;

(*c*) Pasting ;

(*d*) Trimming, brushing, filing or any other abrading or cutting of pasted plates giving rise to dust ;

(*e*) Lead burning, other than—

(*i*) " tacking " in the formation room ;

(*ii*) chemical burning for the making of lead linings for cell cases necessarily carried on in such a manner that the application of efficient exhaust is impracticable.

Such exhaust draught shall be effected by mechanical means and shall operate on the dust or fume given off as nearly as may be at its point of origin, so as to prevent it entering the air of any room in which persons work.

11. *Fumes and gases from melting pots.*—The products of combustion produced in the heating of any melting pot shall not be allowed to escape into a room in which persons work.

12. *Cointainer for dross.*—A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the work-room, except when dross is being deposited therein.

13. *Container for lead waste.*—A suitable receptacle shall be provided in every workroom in which old plates and waste material which may give rise to dust shall be deposited.

14. *Racks and shelves in drying room.*—The racks or shelves provided in any drying room shall not be more than 8 feet from the floor nor more than 2 feet in width : provided that as regards racks or shelves set or drawn from both sides the total width shall not exceed 4 feet.

Such racks or shelves shall be cleansed only after being thoroughly damped unless an efficient suction cleaning apparatus is used for this purpose.

15. *Medical examination.*—(*a*) Every person employed in a lead process shall be examined by the Certifying Surgeon within the seven days preceding or following the date of his first employment in such process and thereafter shall be examined by the Certifying Surgeon once in every calendar month, or at such other intervals as may be specified in writing by the Chief Inspector, on a day of which due notice shall be given to all concerned.

" First employment " means first employment in a lead process in the factory or workshop and also re-employment therein in a lead process following any cessation of employment in such process for a period exceeding three calendar months.

(*b*) A Health Register in Form No. 20 containing the names of all persons employed in a lead process shall be kept.

(*c*) No person after suspension shall be employed in a lead process without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

16. *Protective clothing.*—Protective clothing shall be provided and maintained in good repair for all persons employed in—

(*a*) manipulation of raw oxide of lead ;

(*b*) pasting ;

(*c*) the formation room ;

and such clothing shall be worn by the persons concerned. The protective clothing shall consist of a water-proof apron and water-proof footwear ; and, also, as regards persons employed in the manipulation of raw oxide of lead or in pasting head coverings. The head coverings shall be washed daily.

17. *Mess-Room.*—There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess-room, which shall be furnished with (*a*) sufficient tables and benches, and (*b*) adequate means for warming food.

The mess-room shall be placed under the charge of a responsible person, and shall be kept clean.

18. *Cloak-room.*—There shall be provided and maintained for the use of all persons employed in a lead process—

(*a*) a cloak-room for clothing put off during working hours with adequate arrangements for drying the clothing if wet. Such accommodation shall be separate from any mess-room ;

(*b*) separate and suitable arrangements for the storage of protective clothing provided under paragraph 16.

19. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead process—

(*a*) A wash-place under cover, with either—

(*i*) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least two feet for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet ; or

(*ii*) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water laid on ;

(*iii*) a sufficient supply of clean towels made of suitable materials renewed daily, which supply, in the case of pasters and persons employed in the manipulation of raw oxide of lead, shall include a separate marked towel for each such worker ; and

(*iv*) a sufficient supply of soap or other suitable cleansing material and of nail brushes.

(*b*) There shall in addition be provided means of washing in close proximity to the rooms in which manipulation of raw oxide of lead or pasting is carried on if required by notice in writing from the Chief Inspector.

20. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person who has been employed in the manipulation of raw oxide of lead or in pasting :

Provided that if there be one basin or two feet of trough for each such person this Rule shall not apply.

21. *Facilities for bathing.*—Sufficient bath accommodation to the satisfaction of the Chief Inspector shall be provided for all persons engaged in the manipulation of raw oxide of lead or in pasting, and a sufficient supply of soap and clean towels.

22. *Foods, drinks, etc. prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any work-room in which any lead process is carried on.

SCHEDULE IV.

Glass Manufactures.

1. *Exemption.*—If the Chief Inspector is satisfied in respect of any factory or any class of process that, owing to the special methods of work or the special conditions in a factory or otherwise, any of the requirements of this Schedule can be suspended or relaxed without danger to the persons employed therein, or that the application of this Schedule or any part thereof is for any reason impracticable, he may by certificate in writing authorise such suspension or relaxation as may be indicated in the certificate for such period and on such conditions as he may think fit.

2. *Definitions.*—For the purpose of this Schedule—

(*a*) "Efficient exhaust draught" means localised ventilation effected by mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dust originate.

(*b*) "Lead Compound" means any compound of Lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent. of the dry weight of the portion taken for analysis.

The method of treatment shall be as follows :—

A weighed quantity of the material which has been dried at 100° C. and thoroughly mixed shall be continuously shaken for one hour, at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0·25 per cent. by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filterate shall then be precipitated as lead sulphide and weighed as lead sulphate.

(*c*) "Suspension" means suspension from employment in any process specified in paragraph 3 by written certificate in the Health Register Form No. 20 signed by the Certifying Surgeon who shall have power of suspension as regards all persons employed in any such process.

3. *Exhaust draught.*—The following processes shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector :—

(*a*) The mixing of raw materials to form a "batch".

(*b*) The dry grinding, glazing and polishing of glass or any article of glass.

(*c*) All processes in which hydrofluoric acid fumes or ammoniacal vapours are given off.

(*d*) All processes in the making of furnace moulds or "pots" including the grinding or crushing of used "pots".

(*e*) All processes involving the use of a dry lead compound.

4. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on.

5. *Floors and work-benches.*—The floor and work-benches of every room in which a dry compound of lead is manipulated or in which any process is carried on giving off silica dust shall be kept moist and shall comply with the following requirements :—

The floors shall be—

(*a*) of cement or similar material so as to be smooth and impervious to water ;

(*b*) maintained in sound condition ; and

(*c*) cleansed daily after being thoroughly sprayed with water at a time when no other work is being carried on in the room.

The work-benches shall—

(*a*) have a smooth surface and be maintained in sound condition, and

(*b*) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat.

6. *Use of Hydrofluoric acid.*—The following provisions shall apply to rooms in which glass is treated with hydrofluoric acid :—

(*a*) There shall be inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room ;

(*b*) The floor shall be covered with guttaparcha and be tight and shall slope gently down to a covered drain ;

(*c*) The workplaces shall be so enclosed in projecting hoods that openings required for bringing in the objects to be treated shall be as small as practicable ; and

(*d*) The efficient exhaust draught shall be so contrived that the gases are exhausted downwards.

7. *Storage and transport of Hydrofluoric Acid.*—Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or gutta parcha.

8. *Food-drinks etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any room or work-place wherein any process specified in paragraph 3 is carried on.

9. *Protective clothing.*—The occupier shall provide, maintain in good repair and keep in a clean condition for the use of all persons employed in the processes specified in paragraph 3 suitable protective clothing, footwear and goggles according to the nature of the work and such clothing, footwear, etc. shall be worn by the persons concerned.

10. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in the processes specified in paragraph 3 :—

(*a*) a wash place with either—

(*i*) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least two feet for every five such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 2 feet ; or

(*ii*) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having an adequate supply of water laid on or always readily available ;

and

a sufficient supply of clean towels made of suitable material renewed daily with a sufficient supply of soap or other suitable cleansing material and of nail brushes ;

and

(*b*) a sufficient number of stand pipes with taps—the number and location of such stand pipes shall be to the satisfaction of the Chief Inspector.

11. *Medical Examination.*—(*a*) Every person employed in any process specified in paragraph 3 shall be examined by the Certifying Surgeon within seven days preceding or following the date of his first employment in such process and thereafter shall be examined by the Certifying Surgeon once in every calendar month

or at such other intervals as may be specified in writing by the Chief Inspector on a day of which due notice shall be given to all concerned.

(*b*) A Health Register in Form No. 20 containing the names of all persons employed in any process specified in paragraph 3 shall be kept.

(*c*) No person after suspension shall be employed in any process specified in paragraph 3 without written sanction from the Certifying Surgeon entered in or attached to the Health Register.

SCHEDULE V.

Grinding or glazing of metals and processes incidental thereto.

1. *Definitions.*—For the purposes of this Schedule—

(*a*) "Grindstone" means a grindstone composed of natural or manufactured sandstone but does not include a metal wheel or cylinder into which blocks of natural or manufactured sandstone are fitted.

(*b*) "Abrasive wheel" means a wheel manufactured of bonded emery or similar abrasive.

(*c*) "Grinding" means the abrasion, by aid of mechanical power, of metal, by means of a grindstone or abrasive wheel.

(*d*) "Glazing" means the abrading, polishing or finishing, by aid of mechanical power, of metal, by means of any wheel, buff, mop or similar appliance to which any abrading or polishing substance is attached or applied.

(*e*) "Racing" means the turning up, cutting or dressing of a revolving grindstone before it is brought into use for the first time.

(*f*) "Hacking" means the chipping of the surface of a grindstone by a hack or similar tool.

(*g*) "Rodding" means the dressing of the surface of a revolving grindstone by the application of a rod, bar or strip of metal to such surface.

2. *Exception.*—(1) Nothing in this Schedule shall apply to any factory in which only repairs are carried on except any part thereof in which one or more persons are wholly or mainly employed in the grinding or glazing of metals.

(2) Nothing in this Schedule except paragraph 4 shall apply to any grinding or glazing of metals carried on intermittently and at which no person is employed for more than 12 hours in any week.

(3) The Chief Inspector may by certificate in writing, subject to such conditions as he may specify therein, relax or suspend many of the provisions of this Schedule in respect of any factory if owing to the special methods of work or otherwise such relaxation or suspension is practicable without danger to the health or safety of the persons employed.

3. *Equipment for removal of dust.*—No racing, dry grinding or glazing shall be performed without :—

(*a*) a hood or other appliance so constructed, arranged, placed and maintained as substantially to intercept the dust thrown off and

(*b*) a duct of adequate size, air tight and so arranged as to be capable of carrying away the dust, which duct shall be kept free from obstruction and shall be provided with proper means of access for inspection and cleaning, and where practicable, with a connection at the end remote from the fan to enable the Inspector to attach thereto any instrument necessary for ascertaining the pressure of air in the said duct ; and

(*c*) a fan or other efficient means of producing a draught sufficient to extract the dust :

Provided that the Chief Inspector may accept any other appliance that is, in his opinion, as effectual for the interception, removal and disposal of dust thrown off as a hood, duct and fan would be.

4. *Restriction on employment on grinding operations.*—Not more than one person shall at a time perform the actual process of grinding or glazing upon a grindstone, abrasive wheel or glazing applicance :

Provided that this paragraph shall not prohibit the employment of persons to assist in the manipulation of heavy or bulky articles at any such grindstone, abrasive wheel or glazing appliance.

5. *Glazing.*—Glazing or other processes, except processes incidental to wet grinding upon a grindstone shall not be carried on in any room in which wet grinding upon a grindstone is done.

6. *Hacking and rodding.*—Hacking or rodding shall not be done unless during the process either (*a*) an adequate supply of water is laid on at the upper surface of the grindstone or (*b*) adequate appliances for the interception of dust are provided in accordance with the requirements of paragraph 3.

7. *Examination of dust equipment.*—(*a*) All equipment for the extraction or suppression of dust shall at least once in every six months be examined and tested by a competent person, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(*b*) A register containing particulars of such examination and test shall be kept in a form approved by the Chief Inspector.

SCHEDULE VI.

Manufacture and treatment of lead and certain compounds of lead.

1. *Exemptions.*—Where the Chief Inspector is satisfied that all or any of the provisions of this Schedule are not necessary for the protection of the persons employed, he may by certificate in writing exempt any factory from all or any of such provisions, subject to such conditions as he may specify therein.

2. *Definitions.*—For the purposes of this Schedule :—

(*a*) "Lead Compound" means any compound of Lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid, a quantity of soluble lead compound exceeding, when calculated as lead monoxide, five per cent. of the dry weight of the portion taken for analysis. In the case of paints and similar products and other mixtures containing oil or fat the "dry weight" means the dry weight of the material remaining after the substance has been thoroughly mixed and treated with suitable solvents to remove oil, fats, varnish or other media.

The method of treatment shall be as follows :—

A weighed quantity of the material which has been dried at 100°C. and thoroughly mixed shall be continuously shaken for one hour, at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0·25 per cent. by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filterate shall then be precipitated as lead sulphide and weighed as lead sulphate.

(*b*) "*Efficient Exhaust draught*" means localised ventilation effected by heat or mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fumes or dust originate.

3. *Application.*—This Schedule shall apply to all factories or parts of factories in which any of the following operations are carried on :—

(*a*) Work at a furnace where the reduction or treatment of zinc or lead ores is carried on.

(*b*) The manipulation, treatment or reduction of ashes containing lead, the desilversing of lead or the melting of scrap lead or zinc.

(*c*) The manufacture of solder or alloys containing more than ten per cent. of lead.

(*d*) The manufacture of any oxide, carbonate, sulphate, chromate, acetate, nitrate or silicate of lead.

(*e*) Handling or mixing of lead tetra-ethyl.

(*f*) Any other operation involving the use of a lead compound.

(*g*) The cleaning of workrooms where any of the operations aforesaid are carried on.

4. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any of the operations specified in paragraph 3.

5. *Requirements to be observed.*—No person shall be employed or permitted to work in any process involving the use of lead compounds if the process is such that dust or fume from a lead compound is produced therein, or the persons employed therein are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraphs 6 to 14 are complied with.

6. *Exhaust draught.*—Where dust, fume, gas or vapour is produced in the process, provision shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

7. *Certificate of fitness.*—A person medically examined under paragraph 8 and found fit for employment shall be granted by a Certifying Surgeon a certificate of fitness in Form No. 30 and such certificates shall be in the custody of the manager of the factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him, while at work, a token giving reference to such certificate.

8. *Medical Examination.*—(1) The person so employed shall be medically examined by a Certifying Surgeon within 14 days of his first employment in such process and thereafter shall be examined by the Certifying Surgeon at intervals of not more than three months, and a record of such examinations shall be entered by the Certifying Surgeon in the special certificate of fitness granted under paragraph 7.

(2) If at any time the Certifying Surgeon is of opinion that any person is no longer fit for employment on the grounds that continuance therein would involve special danger to health, he shall cancel the special certificate of fitness of that person.

(3) No person whose special certificate of fitness has been cancelled shall be employed unless the Certifying Surgeon, after re-examination, again certifies him to be fit for employment.

9. *Food, drinks, etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room in which the process is carried on and no person shall remain in any such room during intervals for meals or rest.

10. *Protective clothing.*—Suitable protective overalls and head coverings shall be provided, maintained and kept clean by the factory occupier and such overalls and head coverings shall be worn by the persons employed.

11. *Cleanliness of workrooms, tools, etc.*—The rooms in which the persons are employed and all tools and apparatus used by them shall be kept in a clean state.

12. *Washing Facilities.*—(1) The occupier shall provide and maintain for the use of all persons employed suitable washing facilities consisting of :—

(*a*) a trough with a smooth impervious surface fitted with a waste pipe without plug and of sufficient length to allow at least two feet for every ten persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than two feet ; or

(*b*) at least one wash-basin for every ten persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water ;

together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels.

(2) The facilities so provided shall be placed under the charge of a responsible person and shall be kept clean.

13. *Mess room or Canteen.*—The occupier shall provide and maintain for the use of the persons employed suitable and adequate arrangements for taking their meals. The arrangements shall consist of the use of a room separate from any work-room which shall be furnished with sufficient tables and benches, and unless a canteen serving hot meals is provided, adequate means of warming food. The room shall be adequately ventilated by the circulation of fresh air, shall be placed under the charge of a responsible person and shall be kept clean.

14. *Cloak-room.*—The occupier shall provide and maintain for the use of persons employed, suitable accommodation for clothing not worn during working hours, and for the drying of wet clothing.

SCHEDULE VII.

Generating petrol gas from petrol.

1. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in or shall be allowed to enter any building in which the generating of petrol gas from petrol is carried on.

2. *Flame traps.*—The plant for generating petrol gas from petrol and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a flash back from any burner to the plant. One of these traps shall be fitted as close to the plant as possible. The plant and all pipes and valves shall be installed and maintained free from leaks.

3. *Generating building or room.*—All plants for generating petrol gas from petrol erected after the coming into force of the provisions specified in this Schedule, shall be erected outside the factory building proper in a separate well ventilated building (hereinafter referred to as the "generating building"). In the case of such plant erected before the coming into force of the provisions specified in this Schedule there shall be no direct communication between the room where such plants are erected (hereinafter referred to as "the generating room") and the remainder of the factory building. So far as practicable all such generating rooms shall be constructed of fire-resisting materials.

4. *Fire extinguishers.*—An efficient means of extinguishing petrol fires shall be maintained in an easily accessible position near the plant for generating petrol gas from petrol.

5. *Plant to be approved by Chief Inspector.*—Petrol gas shall not be manufactured except in a plant for generating petrol gas the design and construction of which has been approved by the Chief Inspector.

6. *Escape of Petrol.*—Effective steps shall be taken to prevent petrol from escaping into any drain or sewer.

7. *Prohibition relating to smoking, etc.*—No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in the generating room or building or in the vicinity thereof and a warning notice in the language understood by the majority of the workers shall be posted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spark into such room or building.

8. *Access to petrol or container.*—No unauthorised persons shall have access to any petrol or to a vessel containing or having actually contained petrol.

9. *Electric fittings.*—All electric fittings shall be of flame-proof construction and all electric conductors shall either be enclosed in metal conduits or be lead-sheathed.

10. *Construction of doors.*—All doors in the generating room or building shall be constructed to open outwards or to slide and no door shall be locked or obstructed or fastened in such a manner that it cannot be easily and immediately opened from the inside while gas is being generated and any person is working in the generating room or building.

11. *Repair of containers.*—No vessel that has contained petrol shall be repaired in a generating room or building and no repairs to any such vessel shall be undertaken unless live steam has been blown into the vessel and until the interior is thoroughly steamed out or other equally effective steps have been taken to ensure that it has been rendered free from petrol or inflammable vapour.

SCHEDULE VIII.

Cleaning or smoothing of articles by a jet of sand, metal, shot or grit or other abrasive propelled by a blast of compressed air or steam.

1. *Definition.*—For the purposes of this Schedule "Sand blasting" means the blasting of any articles by a jet of sand, metal shot, grit or other abrasive.

2. *Sand blasting to be done in enclosed chamber.*—Sand blasting shall not be done in any room except in an enclosed chamber or cabinet in which no other work is performed and at which efficient means are provided arranged, and maintained to prevent the escape of dust to the outside of such chamber or cabinet.

3. *Prohibition relating to employment of women and young persons.*—No woman or young person shall be employed or permitted to work at any operation of sand blasting.

4. *Protective equipment.*—(1) Unless he is wearing a suitable protective helmet and gauntlets—

(*a*) no person shall be employed or permitted to work at blasting in the open air or work within thirty feet of sand blasting apparatus in operation in the open air ; and

(*b*) No person shall be employed or permitted to work or allowed in a sand blasting chamber whilst the sand blasting apparatus is in operation.

(2) The occupier of the factory shall provide and maintain in good condition all helmets, overalls and gauntlets that are necessary to comply with the requirements of this Schedule.

(3) Every protective helmet shall carry the distinguishing mark of the person by whom it is to be used and shall be provided with a sufficient supply of pure air for breathing and ventilation, together with suitable arrangements to permit the escape of the expired air.

(4) No person shall wear a protective helmet that has been worn by another person unless such protective helmet shall have been thoroughly disinfected.

(5) All perons engaged in sand blasting while at work shall wear the protective equipment provided under the provisions of this paragraph.

SCHEDULE IX.

Liming and tanning of raw hides and skins and processes incidental thereto.

1. *Cautionary notices.*—(1) Cautionary notices as to anthrax in the form specified by the Chief Inspector shall be affixed in prominent positions in the factory where they may be easily and conveniently read by the persons employed.

(2) A copy of a warning notice as to anthrax in the form specified by the Chief Inspector shall be given to each person employed when he is engaged, and subsequently if still employed, on the first day of each calendar year.

(3) Cautionary notices as to the effects of chrome on the skin shall be affixed in prominent positions in every factory in which chrome solutions are used and such notices shall be so placed as to be easily and conveniently read by the persons mployed.

(4) Notices shall be affixed in prominent places in the factory stating the position of the "First Aid" box or cupboard and the name of the person in charge of such box or cupboard.

(5) If any person employed in the factory is illiterate, effective steps shall be taken to explain carefully to such illiterate person the contents of the notices specified in paragraphs 1, 2 and 4 and if chrome solutions are used in the factory, the contents of the notice specified in paragraph 3.

2. *Protective clothing.*—The occupier shall provide and maintain in good condition the following articles of protective clothing :—

(*a*) Waterproof footwear, leg coverings, aprons and rubber gloves for persons employed in processes involving contact with chrome solutions including the preparation of such solutions ;

(*b*) protective footwear, aprons and gloves for persons employed in the handling of hides or skins other than in processes specified in clause (*a*) :

Provided that gloves shall not be required for persons fleshing by hand or where there is no risk of contact with lime, sodium sulphide or other caustic liquor.

3. *Washing facilities, mess-room and cloak-room.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed—

(*a*) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least two feet for every ten persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than two feet ; or

(*b*) at least one wash basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water ; together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material, and clean towels ;

(*c*) a suitable mess-room, adequate for the number remaining on the premises during the meal intervals, which shall be furnished with (1) sufficient tables and benches and (2) adequate means for warming food and for boiling water.

The mess-room shall (1) be separate from any room or shed in which hides or skins are stored, treated or manipulated, (2) be separate from the cloak-room and (3) be placed under the charge of a responsible person ;

(*d*) suitable accommodation for clothing not worn during working hours with adequate arrangements for drying the clothing if wet. The accommodation so provided shall be placed under the charge of a responsible person.

4. *Food, drinks, etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room or shed in which hides or skins are stored, treated or manipulated.

5. *First aid arrangements.*—The occupier shall—

(*a*) arrange for an inspection of the hands of all persons coming into contact with chrome solutions to be made twice a week by a responsible person ;

(*b*) provide and maintain a sufficient supply of suitable ointment and impermeable waterproof plaster in a box readily accessible to the worker and used solely for the purpose of keeping the ointment and plaster.

SCHEDULE X.

Manufacture of chromic acid or manufacture or recovery of the bichromate of sodium, potassium or ammonium.

1. *Definitions.*—For the purposes of this Schedule—

(*a*) "Chrome process" means the manufacture of chromic acid or bichromate of sodium or potassium or ammonium or the manipulation, movement or other treatment of these substances in connection with their manufacture.

(*b*) "Efficient exhaust draught" means localised ventilation effected by mechanical or other means for the removal of gas, vapour, dust or fumes so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fumes or dust originate.

(*c*) "Suspension" means suspension from employment in any of the chrome processes specified by written certificate in the Health Register (Form No. 20) signed by the Certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

2. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work on any chrome process.

3. *Efficient exhaust draught.*—The following chrome processes shall not be carried on without the use of an efficient exhaust draught, namely :—

(*a*) grinding ;
(*b*) sieving ;
(*c*) batch mixing ;
(*d*) concentration.

4. *Washing facilities.*—(1) Where acidification, sulphate settling or washing, concentration, crystallisation, centrifugation or packing is carried out, there shall be provided close to each worker's station,—

(*a*) wash places installed for washing hands and feet frequently in running water, and

(*b*) a container holding at least 20 ounces of 10 per cent. solution of sodium bisulphite or any other suitable reducing agent.

(2) There shall also be provided and maintained in a cleanly state and good repair washing accommodation under cover with a sufficient supply of soap and towels on the scale indicated below :—

At least one tap or stand pipe for every 10 employees and the tap or pipe shall be spaced not less than 4 feet apart.

Note.—In computing the total number of taps required for the purposes of this rule, the taps or stand pipes as required under clause (4) (*a*) shall be included.

5. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in a chrome process.

6. *Flooring.*—The floor of every work-room shall be—

(*a*) of cement or similar other material so as to be smooth and impervious to water and provided with suitable gradient and drainage ;

(*b*) maintained in sound condition and cleaned daily.

7. *Medical facilities.*—(1) The occupier of the factory shall appoint a qualified medical practitioner who shall examine and treat all workers for chrome ulcerations on the premises at least thrice a week. Records of such examination and treatment shall be maintained in a form approved by the Chief Inspector of Factories and shall be available to the Inspectors for inspection. Medicaments, dressing and other equipment required for such examination and treatment shall be provided by the occupier.

(2) The occupier shall in addition appoint a person trained in First Aid who shall inspect daily the hands and feet of all persons employed and shall keep a record of such inspection in a register maintained for the purpose in a form approved by the Chief Inspector of Factories.

(3) The occupier shall also provide and maintain a sufficient supply of suitable ointment and impermeable water proof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the ointment and plaster.

8. *Protective equipment.*—(1) The occupier shall provide and maintain for the use of all persons employed—

(*a*) in grinding, sieving or mixing raw materials, sufficient and suitable respirators (issued separately for each individual), the filtering materials of which shall be renewed daily;

(*b*) in roasting processes, suitable footwear;

(*c*) in acidification, settling, concentration, crystallisation, centrifugation or packing, suitable aprons and protective coverings for hands and feet.

(2) Arrangements shall be made by the occupier for the examination and cleaning of all the protective equipment at the close of each day's work and for the repairs or renewal thereof when necessary.

9. *Use of protective equipment.*—Every person employed in a chrome process shall make use of the protective equipment provided under rule 8.

10. *Storage of protective equipment.*—A suitable room or a portion of the factory suitably partitioned off shall be provided exclusively for the storage of all the protective equipment supplied to the employees and no such equipment shall be stored at any place other than the room or place so provided.

11. *Mess-room.*—(1) There shall be provided and maintained for the use of all persons remaining within the premises during the meal intervals a suitable mess-room providing accommodation of at least 10 square feet per head and furnished with—

(*i*) a sufficient number of tables and chairs or benches;

(*ii*) arrangements for washing utensils;

(*iii*) adequate means for warming food.

(2) The mess-room shall be placed under the charge of a responsible person and shall be kept clean.

12. *Food, drink, etc., prohibited in work-rooms.*—No food, drink, "pan", "supari" or tobacco shall be brought or consumed by any worker in any work-room in which chrome process is carried on and no person shall remain in any such room during intervals for meals or rest.

13. *Medical examination.*—(1) Every person employed in a chrome process shall be examined by the Certifying Surgeon once in every calendar month, or at such other intervals as may be specified in writing by the Chief Inspector on a day of which due notice shall be given to all concerned and such examination shall take place on the factory premises.

(2) Every person employed shall present himself at the appointed time for examination by the Certifying Surgeon as provided in clause (1).

(3) A Health Register in Form No. 20 containing the names of all persons employed in a chrome process shall be kept.

(4) No person after suspension shall be employed in chrome process without a written sanction from the Certifiying Surgeon entered in the Health Register.

14. *Fencing of vessels.*—Every fixed vessel, whether pot, pan, vat or other structure, containing any dangerous material, and not so covered as to eliminate all reasonable risk of accidental immersion of any portion of the body of a person employed shall be fenced as follows :—

(*a*) Each such vessel shall, unless its edge is at least 3 feet above the adjoining ground or platform, be securely fenced to a height of at least 3 feet above such adjoining ground or platform.

(*b*) No plank or gang-way shall be placed across or inside any such vessel unless such plank or gang-way is—

(i) at least 18 inches wide ; and

(ii) securely fenced on both sides, either by upper and lower rails, to a height of 3 feet or by other equally efficient means.

(*c*) If any two such vessels are near each other and the space between them clear of any surrounding brick-work or other work, is either—

(i) less than 18" in width, or

(ii) is 18 or more inches in width, but is not securely fenced on both sides to a height of at least 3 feet, secure barriers shall be placed so as to prevent any passage between them.

15. *Cautionary notice.*—A cautionary notice in the form specified by the Chief Inspector and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

16. *Exemption.*—If in respect of any factory the Chief Inspector is satisfied that owing to the exceptional circumstances or the infrequency of the process, or for any other reason, all or any of the provisions of this Schedule are not necessary for the protection of the persons employed in such factory, he may by certificate in writing exempt such factory from all or any of the provisions indicated in such certificate on such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector, without assigning any reasons.

SCHEDULE XI.

Manipulation of nitro or amido compounds.

1. *Definitions.*—For the purposes of this Schedule—

(*a*) "Nitro or amido compound" means—

(*i*) Paranitraniline (Fast Red G. G. Base),

(*ii*) Benzidine (Fast Corinth B. Base),

(*iii*) Alpha-Naphthylamine (Fast Garnet B. Base), or

(*iv*) Beta-Naphthylamine (Fast Scarlet B. Base).

(*b*) "Efficient exhaust draught" means localised ventilation effected by mechanical means for the removal of dust or fumes so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove the dust or fumes generated at the point where such dust or fumes originate.

2. *Application.*—This Schedule shall apply to all factories or parts of factories in which crushing, grinding, sieving, mixing or filling in respect of nitro or amido compounds is carried on.

3. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any operation involving the use of nitro or amido compounds or at any place where such operations are carried on.

4. *Mixing and filling.*—The nitro or amido compounds shall not be required or allowed to be mixed or filled in cartridges by hand except by means of a suitable scoop.

5. *Exhaust draught.*—The operations mentioned in paragraph 2 shall not be carried on without the use of an efficient exhaust draught. Any dust or fumes produced shall be drawn into it and carried to a dust collecting system.

6. *Medical examination.*—(1) Every person employed in any process involving the use of nitro or amido compounds shall be medically examined by a Certifying Surgeon within thirty days of his first employment in such process and he shall thereafter be examined by the Certifying Surgeon at intervals of not more than three months and a record of such examinations shall be entered by the Certifying Surgeon in the certificate of fitness granted under paragraph 7.

(2) If at any time the Certifying Surgeon is of opinion that any person employed is no longer fit for employment on the ground that continuance therein would involve special danger to health, he shall cancel the certificate of fitness granted to that person.

(3) No person whose certificate of fitness has been cancelled shall be re-employed unless the Certifying Surgeon, after re-examination, again certifies him to be fit for employment.

7. *Certificate of fitness.*—A person medically examined under paragraph 6 and found fit for employment shall be granted by a Certifying Surgeon a certificate of fitness in Form No. 30, with the necessary modifications, and such certificate shall be in the custody of the manager of the factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him, while at work, a token giving reference to such certificate.

8. *Flooring.*—The floor of every work-room where any operation involving the use of nitro or amido compounds is carried on shall be made of cement or similar other material (excluding asphalt, tar or similar other materials which readily absorb or combine with coal-tar derivatives) so as to be smooth and impervious to water and shall be cleaned daily and maintained in sound condition.

9. *Protective equipment.*—(1) The occupier shall provide, maintain in good repair and keep in a clean condition for the use of all persons employed in any operation mentioned in paragraph 2 suitable protective wear for hands, feet and head, suitable aprons or overalls, goggles and respirators. The filtering material of the respirators used shall be renewed daily.

(2) The protective equipment provided shall be used by the persons concerned while at work.

10. *Washing facilities.*—(1) The occupier shall provide and maintain in a cleanly state and in good repair for the use of all persons employed in any of the processes specified in paragraph 2 a wash-place under cover, with either—

(*a*) (*i*) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow at least two feet for every five such persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than two feet; or

(*ii*) at least one tap or stand pipe for every five such persons employed at any one time and having a constant supply of clean water, the tap or stand pipe being spaced not less than 4′ apart; and

(*b*) a sufficient supply of clean towels made of suitable material renewed daily with sufficient supply of nail brushes and soap.

11. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in any of the processes mentioned in paragraph 2.

12. *Facilities for bathing.*—The occupier shall provide sufficient bath accommodation to the satisfaction of the Chief Inspector together with a sufficient supply of soap and clean towels for all persons employed in any of the processes mentioned in paragraph 2.

13. *Provision of sodium bisulphite.*—(1) The occupier shall provide and maintain in a cleanly state sufficient quantity of 10 per cent. solution of sodium bisulphite.

(2) All persons employed shall wash their hands and gloves before taking meals and before leaving the factory on each working day.

14. *Mess-room.*—(1) There shall be provided and maintained for the use of all persons remaining within the premises during the meal intervals, a suitable mess-room providing accommodation of at least 10 square feet per head and furnished with—

(*i*) a sufficient number of tables and chairs or benches with back rest,

(*ii*) arrangements for washing utensils,

(*iii*) adequate means for warming food,

(*iv*) adequate quantity of drinking water.

(2) The room shall be adequately ventilated by the circulation of fresh air and placed under the charge of a responsible person and shall be kept clean.

15. *Food, drinks, etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought or consumed by any worker into any work-room in which any of the processes mentioned in paragraph 2 is carried on and no person shall remain in any such room during intervals for meals or rest.

16. *Cloak-room, etc.*—There shall be provided and maintained for the use of all persons employed in any of the processes mentioned in paragraph 2—

(*a*) a cloak-room for clothing put off during working hours. Such accommodation shall be separate from any mess-room;

(*b*) Separate and suitable arrangements for the storage of protective equipment provided under paragraph 9.

17. *Cautionary placard.*—A cautionary placard in the form specified by the Chief Inspector and printed in the language which majority of the workers employed understand shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers. If any person employed in the factory is illiterate, effective steps shall be taken to explain carefully to such illiterate person the contents of the placard so affixed.

18. *Exemption.*—If in respect of any factory the Chief Inspector of Factories is satisfied that all or any of the provisions of this Schedule are not necessary for the protection of the persons employed in such factory, he may by certificate in writing exempt such factory from all or any of such provisions, subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector without assigning any reasons.

Rule prescribed under section 88.

103. *Notification of accidents.*—(1) When any accident or occurrence specified in the Schedule takes places in a factory, the manager of the factory shall forthwith send notice thereof by telephone, special messenger or telegram to the Inspector and if the accident is fatal, or of such a serious nature, that it is likely to prove fatal, notice as aforesaid shall also be sent to—

(*a*) the District Magistrate or Sub-Divisional Officer, and

(*b*) the Officer-in-charge of the nearest police station.

(2) The notice so given shall be confirmed by the manager of the factory to the above-mentioned authorities within 12 hours of the accident or occurrence by sending to them a written report in Form No. 21.

SCHEDULE.

1. Accident which cause—

(*a*) death to any person ;

(*b*) such bodily injury as prevents or will probably prevent the person injured from working for a period of 48 hours immediately following the accident.

2. The following classes of occurrences, whether or not they are attended by personal injury or disablement :—

(*a*) Bursting of a vessel used for containing steam under pressure greater than atmospheric pressure other than plant which comes within the scope of the Indian Boilers Act.

(*b*) Collapse or failure of a crane, derrick winch, hoist or other appliance used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.

(*c*) Explosion or fire causing damage to any room or place in which persons are employed, or fire in rooms of cotton pressing factories when a cotton opener is in use.

(*d*) Explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(*e*) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

Rule prescribed under section 89.

104. *Notice of poisoning or disease.*—A notice in Form No. 22 should be sent forthwith both to the Chief Inspector and to the Certifying Surgeon, by the manager of a factory in which there occurs a case of lead, phosphorus, mercury, manganese, arsenic, carbon bisulphide or benzene poisoning ; or poisoning by nitrous fumes, or by halogens or halogen derivatives of the hydrocarbons of the aliphatic series ; or of chrome ulceration, anthrax, silicosis, toxic anæmia, toxic jaundice, primary opitheliomatous cancer of the skin, or pathological manifestations due to radium or their radio-active substances or X-rays.

CHAPTER X.

SUPPLEMENTAL.

Rule prescribed under section 107.

105. *Procedure in appeals.*—(1) An appeal presented under section 107 shall lie to the Chief Inspector, or in cases where the order appealed against is an order passed by that officer, to the State Government or to such authority as the State Government may appoint in this behalf and shall be in the form of a memorandum setting forth concisely the grounds of objection to the order and bearing court-fees stamp in accordance with Article 11 of Schedule II to the Court-fees Act, 1870, and shall be accompanied by a copy of the order appealed against.

(2) *Appointment of assessors.*—On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit or if the appellant has requested that the appeal should be heard with the aid of assessors, call upon the body declared under sub-rule (3) to be representative of the industry concerned, to appoint an assessor

within a period of 14 days. If an assessor is nominated by such body, the appellate authority shall appoint a second assessor itself. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspector whose order is appealed against, and shall call upon the two assessors to appear upon such date to assist in the hearing of the appeal.

(3) The appellant shall state in the memorandum presented under sub-rule (1) whether he is a member of one or more of the following bodies. The body empowered to appoint the assessor shall—

(*a*) if the appellant is a member of one of such bodies, be that body ;

(*b*) if he is a member of two such bodies, be the body which the appellant desires should appoint such assessor ; and

(*c*) if the appellant is not a member of any of the aforesaid bodies or if he does not state in the memorandum which of such bodies he desires should appoint the assessor, be the body which the appellant authority considers as the best fitted to represent the industry concerned.

1. The Millowners' Association, Bombay ;
2. The Millowners' Association, Ahmedabad ;
3. The Chamber of Commerce, Bombay ;
4. The Indian Merchants' Chamber, Bombay ;
5. The Silk and Art Silk Mills Association, Bombay ;
6. The Deccan Sugar Factories Association, Bombay ;
7. The Engineering Association of India, Bombay ; or
8. Other associations of employers in the industry concerned, if any.

(4) *Remuneration of assessors.*—An assessor appointed in accordance with the provisions of sub-rules 2 and 3 shall receive for the hearing of the appeal, a fee to be fixed by the appellate authority, subject to a maximum of fifty rupees per diem. He shall also receive the actual travelling expenses. The fees and travelling expenses shall be paid to the assessor by Government ; but where assessors have been appointed at the request of the appellant and the appeal has been decided wholly and partly against him the appellate authority may direct that the fees and travelling expenses of the assessor shall be paid in whole or in part by the appellant.

Rule prescribed under section 108.

106. *Display of notices.*—The abstract of the Act and of the Rules required to be displayed in every factory shall be in Form No. 23.

Rules prescribed under section 110.

107. *Returns.*—The manager of every factory shall furnish to the Inspector or other officer appointed by the State Government in this behalf the following returns, namely :—

(1) *Annual return.*—On or before the 15th January of each year, an annual return in duplicate in the Form No. 24.

(2) *Annual return of holidays.*—Before the end of each year, a return giving notice of all the days on which it is intended to close the factory during the next ensuing year. If in any year a factory is newly started or restarted after a closure

during the previous year, such return shall be submitted before the date of such starting or restarting, for the remaining period of the year :

Provided that the State Government may dispense with this return in the case of any specified factory or of any class of factories or of the factories in any particular area ;

Provided further that the annual return of holidays shall be dispensed with in case of all factories—

(*a*) which regularly observe Sundays as holidays, or

(*b*) which regularly observe a fixed day in the week as a holiday, or

(*c*) which observe holidays according to a list approved by the Chief Inspector ;

where the manager of any factory makes any departure from such a holiday or list of holidays as aforesaid, prior intimation shall be given to the Chief Inspector.

(3) *Half yearly return.*—The manager of every factory shall furnish to the Chief Inspector on or before the 15th July and 15th January of each year, a half yearly return in duplicate in Form No. 25.

(4) *Leave with wages—Annual return.*—The manager of every factory shall furnish to the Chief Inspector, not later than the 1st February of the year subsequent to that to which it relates, a return in Form No. 26.

(5) *Compensatory holidays—Annual return.*—The manager of every factory shall furnish to the Chief Inspector, not later than the 1st February of the year subsequent to that to which it relates, a return in Form No. 27.

(6) *Canteens—Annual Return.*—The manager of every factory wherein more than two hundred and fifty workers are ordinarily employed and in respect of which rules 72 to 78 have been brought into force under rule 72 shall furnish to the Inspector, not later than the 15th February of the year subsequent to that to which it relates, a return in Form No. 32.

(7) *Creches—Annual Return.*—The manager of every factory wherein more than 50 women workers are ordinarily employed and providing a creche shall furnish to the Inspector, not later than the 15th February of the year subsequent to that to which it relates, a return in Form No. 33.

(8) *Shelters, Rest Rooms and Lunch Rooms—Annual Return.*—The manager of every factory wherein more than 150 workers are ordinarily employed shall furnish to the Inspector, not later than the 15th February of the year subsequent to that to which it relates, a return in Form 34.

Rule prescribed under section 109.

108. *Service of notices.*—The despatch by post under registered cover of any notice or order shall be deemed sufficient service on the occupier, owner or manager of a factory of such notice or order.

Rules 109 to 112 prescribed under section 112.

109. *Information required by the Inspector.*—The occupier, owner or manager of a factory shall furnish any information that an Inspector may require for the purpose of satisfying himself whether any provision of the Act has been complied

with or whether any order of an Inspector has been duly carried out. Any demand by an Inspector for any such information, if made, during the course of an inspection, shall be complied with forthwith if the information is available in the factory, or, if made in writing, shall be complied with within seven days of receipt thereof.

110. *Muster-roll.*—(1) The manager of every factory shall maintain a muster-roll of all the workers employed in the factory in Form No. 28 showing (*a*) the name of each worker, (*b*) the nature of his work and (*c*) the daily attendance of the worker.

(2) The muster-roll shall be written up afresh each month and shall be preserved for a period of three years from the date of last entry in it :

Provided that if the daily attendance is noted in respect of Adult and Child Workers in the Registers of Workers in Forms Nos. 15 and 17 respectively, or the particulars required under sub-rule (1) are noted in any other register, and such registers are preserved for a period of three years from the date of last entry in them a separate Muster-roll required under sub-rule (1) need not be maintained.

111. *Register of accidents and dangerous occurrences.*—(1) The manager of every factory shall maintain a Register of all accidents and dangerous occurrences which occur in the factory in Form No. 29 showing the

(*a*) Name of injured person (if any).

(*b*) Date of accident or dangerous occurrence.

(*c*) Date of report on Form No. 21 to Inspector.

(*d*) Nature of accident or dangerous occurence.

(*e*) Date of return of injured person to work.

(*f*) Number of days of absence from work of injured person.

(2) The manager of every factory shall furnish to the Inspector annually on or before the 15th February a copy of the entries in Form No. 29 relating to the year immediately preceding the 1st January.

112. *Maintenance of Inspection Book.*—

(*i*) The Manager of every factory shall maintain a bound Inspection Book in Form No. 31 of the size $13\frac{1}{2}'' \times 8\frac{1}{2}''$ and shall produce it when so required by the Inspector or Certifying Surgeon.

(*ii*) The Inspection Book shall contain at lesat 180 pages every third page thereof shall be consecutively numbered and the other two unnumbered pages between each two consecutively numbered pages shall have a vertical perforated straight line on the margin side at a margin of 1".

(*iii*) In case the Inspection Book containing remarks passed by the Inspector or Certifying Surgeon is lost, the manager of the factory shall forthwith report in writing the loss of the Inspection Book to the Inspector-in-charge of the area and immediately maintain a new Inspection Book.

The Manager shall obtain as early as possible copies of all available remarks from the Factory Inspection Office concerned, on payment of necessary typing charges.

FORM No. 1.

(Prescribed under Rule 3.)

Application for permission to construct, extend or take into use any building as a Factory.

1. Applicant's Name ..
   Applicant's Calling ..
   Applicant's Address ..

2. Full name and Postal address of factory.

3. Situation of the factory—
   Province ..
   District ..
   Town or Village ..
   Nearest Police Station ..
   Nearest Railway Station or Steamer Ghat ..

4. Particulars of plant to be installed.

Signature of Applicant.....

Date .....

Note.—This application shall be accompanied by the following documents :—

(*a*) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages ;

(*b*) Plans, in duplicate, drawn to scale, showing—

(*i*) the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drains, etc., and

(*ii*) the plan elevation and necessary cross-sections of the various buildings, indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passage ways ; and

(*c*) Such other particulars as the Chief Inspector may require.

FORM No. 2.

(Prescribed under Rule 4.)

Application for registration and grant or renewal of Licence.

1. Name of occupier of factory ..

2. Full postal address ..

3. Maximum number of persons proposed to be employed on any one day during the year.

4. Maximum amount of power (horse-power) proposed to be used ..

5. In the case of a factory constructed or extended after the date of the commencement of these Rules.

   (*a*) Reference number and date of approval of the plans by the Chief Inspector ..

   (*b*) Reference number and date of approval of the arrangements, if any, made for the disposal of trade wastes and effluents and the name of the authority granting such approval ..

6. Amount of fee Rs.....(Rupees.....) paid in.....

.....Treasury on.....

.....[*vide* Challan No.....enclosed].

7. Amount of fee Rs. (Rupees),

vide enclosed crossed $\frac{\text{cheque,}}{\text{Postal order}}$ No. dated

on the Bank

of the Post Office

drawn in favour of the Chief Inspector of Factories.

Signature of occupier .....

Date.....

Note.—Either item No. 6 or 7 of this Form should be filled as may be "applicable to the case. Item No. 7 should be filled in the case of factories in Greater Bombay only and item No. 6 in all other cases.

FORM No. 3.

(Prescribed under Rule 12.)

Notice of occupation.

(To be submitted in triplicate).

1. Full name of factory.....
2. Full postal address and situation of factory.....
.....
3. Full address to which communications relating to the factory should be sent
.....
4. Nature of manufacturing process/processes.
   (*a*) carried on in the factory during the last twelve months (in the case of factories in existence on the date of commencement of the Act).....
   .....
   .....
   ..... ; and
   (*b*) to be carried on in the factory during the next twelve months (in the case of all factories) .....
   .....
5. Names and Value of the principal products manufactured or to be manufactured .....
6. Nature and amount of power used or to be used.....
7. Approximate number of workers to be employed in the factory .....
.....
8. The average number of workers employed during the last twelve months (in the case of a factory in existence on the date of commencement of the Act)
.....
9. Full name and residential address of the persons who shall be the manager of the factory for the purposes of the Act.....
10. (*i*) Full name and residential address of proprietor of the factory in case of a private firm .....
    .....
    (*ii*) Full names and residential addresses of the Directors in case of a public limited liability company .....
    .....
    (*iii*) Full names and residential addresses of Share-holders in case of a private company .....
    .....

Signature of Occupier .....

Date .....

Signature of Manager .....

Date .....

Note.—1. This Form should be completed in ink in block letters, or typed.

2. If power is not used at the time of filling up this Form, but is introduced later, the fact should be communicated to the Chief Inspector of Factories immediately.

3. If any of the persons named against item 10 above is a minor, the fact should be clearly stated.

4. In the case of a factory, where under the Proviso to sub-sections (*1*) and (*2*) of section 100, a person has been nominated as the Occupier, information required in Item 10 should be supplied only in respect of that person.

FORM No. 4.

(Prescribed under Rule 5.)

Registration and Licence to work a Factory.

Registration No. .....

Fee Rs. .....

Serial No. .....

Licence is hereby granted to..... valid only for the premises described below for use as a factory employing not more than.....persons on any one day during the year and using motive power not exceeding.....H.P., subject to the provisions of the Factories Act, 1948, and the Rules made thereunder.

This licence shall remain in force till the 31st day of December 19 .

Chief Inspector of Factories.

The.....19 .

Description of the licensed premises.

The licensed premises shown on Plan No.....dated.....

are situated in .....

.....

and consist of .....

.....

Date of renewal.	Date of expiry.	Signature of licensing authority.
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....

FORM No. 5.

(Prescribed under Rule 15.)

Certificate of Fitness.

1. Serial No.	Serial No. .....
Date	Date .....
2. Name	I hereby certify that I have personally
3. Father's name	examined (name) .....
4. Sex	.....
5. Residence	son/daughter of .....
.....	.....
.....	residing at .....
6. Age certified	.....
7. Physical fitness	
8. Descriptive marks	who is desirous of being employed in a factory, and that his/her age, as nearly as can be ascertained from my examination, is .....years, and that he/she is fit for employment in factory as an adult/child.
.....	
.....	
9. Reason for—	
(1) refusal of certificate.	
.....	
.....	
.....	
or	
(2) certificate being revoked ..	His/Her descriptive marks are .....
.....	.....
.....	
.....	.....
Left hand thumb impression.	Left hand thumb impression.
Initials of Certifying Surgeon.	Certifying Surgeon.

Note.—Exact details of cause of physical disability should be clearly stated.

FORM No. 6.

rescribed under Rule 23.)

Humidity Register.

Department .....

Hygrometer { Distinctive mark or number .....
Position in department .....

Date, year, month and day.	Readings of Hygrometer.						If no humidity insert none.	Remarks.
	Between 7 and 9 a.m./p.m.		Between 11 a.m./p.m. and 2 p.m./a.m. (but not in the rest period).		Between 4 and 5-30 p.m./a.m.			
	Dry bulb.	Wet bulb.	Dry bulb.	Wet bulb.	Dry bulb.	Wet bulb.		
1st ...								
2nd ...								
3rd ...								
4th ...								
5th ...								
6th ...								
7th ...								
8th ...								
9th ...								
10th ...								
11th ...								
12th ...								
13th ...								
14th ...								
15th ...								
16th ...								
17th ...								
18th ...								
19th ...								
20th ...								
21st ...								
22nd ...								
23rd ...								
24th ...								
25th ...								
26th ...								
27th ...								
28th ...								
29th ...								
30th ...								
31st ...								

(Signed) .....

Certified that the above entries are correct.

(Signed) .....

FORM No. 7.

(Prescribed under Rule 17.)

Record of Lime-washing, Painting, etc.

Part of Factory, e.g. name of room.	Parts, lime-washed, painted, varnished or oiled, e.g. walls, ceilings, wood work, etc.	Treatment, whether lime-washed, painted, varnished or oiled.	Date on which lime-washing, painting, varnishing or oiling was carried out (according to the English calendar).			Remarks.
			Date.	Month.	Year.	
1	2	3	4	5	6	7

Signature of Manager.

FORM No. 8.

(Prescribed under Rule 55.)

Register of Workers attending to Machinery.

No.	Name and father's name of worker.	Designation or nature of work.	Department.	Date when tight clothes provided.	Signature or thumb impression of worker.
1	2	3	4	5	6

FORM No. 9.

(Prescribed under Rule 58.)

Prescribed for Report of Examination of Hoist or Lift.

Occupier (or owner) of premises ..

Address .. .. ..

1. (*a*) Type of hoist or lift and identification number or description.
   (*b*) Date of construction or reconstruction (If ascertainable).

2. Design and Construction ..

   Are all parts of the hoist or lift of good mechanical construction, sound material and adequate strength (so far as ascertainable)

   Note.—Details of any renewals or alterations required should be given in 5 below.

3. Maintenance .. ..

   Are the following parts of the hoist or lift properly maintained and in good working order. If not, state what defects have been found.

   (*a*) Enclosure of hoistway or liftway.
   (*b*) Landing gates and cage gate(s).
   (*c*) Interlocks on the landing gates and cage gate(s).
   (*d*) Other gate fastenings ..
   (*e*) Cage or platform and fittings cage guides, buffers interior of the hoistway or liftway.
   (*f*) Over running devices ..
   (*g*) Suspension ropes or chains, and their attachments.
   (*h*) Safety gear, i.e., arrangement for preventing fall of platform or cage brakes.
   (*j*) Brakes .. .. ..
   (*k*) Worm or spur gearing ..
   (*l*) Other electrical equipment ..
   (*m*) Other parts .. ..

4. What parts (if any) were inaccessible ?

5. Repairs, renewals, or alterations (if any) required and the period within which they should be executed.

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6. Maximum safe working load subject to repairs, renewals or alterations (if any) specified in (5).
7. Others .. .. ..

I/We certify that on..... I/we thoroughly examined this hoist or lift and that the above is a correct report of the result.

Signature ..... Counter signature .....

Qualification ..... If employed by a Company or Association, give name and address.....

Address .....

Date ..... Date .....

FORM No. 10.

(Prescribed under Rule 60.)

Prescribed for Report of Examination of the Cranes and other Lifting Machines.

Particulars :—

1. Name of occupier of factory ..
2. Address of factory .. ..
3. Distinguishing number or mark (if any) and description sufficient to identify the crane or other lifting machine.
4. Date of each examination made under section 29 (*1*) (*a*) (*n*) and by whom it was carried out.
5. Particulars of any defect found at any such examination and affecting the safe working load, and of the steps taken to remedy such defect.

I/We certify that on ..... I/we thoroughly examined this hoist or lift and that the above is a correct report of the result.

Signature ..... Countersignature .....

Qualification ..... If employed by a Company or Association, give name and address.....

Address .....

Date ..... Date .....

FORM No. 11.

(Prescribed under Rule 61.)

Report of Examination of Pressure Vessel.

1. Name of Occupier (or Factory) ..

2. Situation and address of factory ..

3. Name, description and distinctive number of pressure vessel .. ..

4. Nature of process in which it is used ..

5. Date of construction (the history should be briefly given, and the examiner should state whether he has seen the last previous report) .. ..

6. Date of last hydraulic test (if any) and pressure applied .. ..

7. Is the vessel in the open, or otherwise exposed to weather or to damp ? ..

8. What parts (if any) were inaccessible ? ..

9. What examination and tests were made ?..

10. Condition of vessels (state any defects materially affecting the safe working pressure or the safe working of the vessels)—

External ..

Internal ..

11. Are the required fittings and appliances provided in accordance with the Rules for pressure vessels ? .. ..

12. Are all fittings and appliances properly maintained and in good condition ?

13. Repairs (if any) required, and period within which they should be executed and any other condition which the person making the examination thinks it necessary to specify for securing safe working ..

14. Safe working pressure, calculated from dimensions and from the thickness and other data ascertained by the present examination ; due allowance being made for conditions of working if unusually or exceptionally severe .. ..

15. Where repairs affecting the safe working pressure are required, state the safe working pressure :

(*a*) Before the expiration of the period specified in (13) .. ..

(*b*) After the expiration of such period if the required repairs have not been completed .. ..

(*c*) After the completion of the required repairs .. .. ..

16. Other observations .. ..

I certify that on.....the pressure vessel described above was thoroughly clean and (so far as its construction permits) made accessible for thorough examination and for such tests as were necessary for thorough examination and that on the said date, I thoroughly examined this pressure vessel, including its fittings, and that the above is a true report of my examination.

Signature .....

Qualification .....

Address .....

.....

Date .....

If employed by a Company or Association, give name and address. .....

.....

.....

FORM No. 12.

(Prescribed under Rule 84.)

Register of Compensatory Holidays.

S. No.	Number in the register of workers.	Name.	Group or Relay No.	No. and date of exempting order.	Year.
1	2	3	4	5	6

Weekly rest days lost due to the exempting order in				Date of compensatory holidays given in				Lost rest days carried to the next year.	Remarks.
January to March.	April to June.	July to September.	October to December.	January to March.	April to June.	July to September.	October to December.		
7	8	9	10	11	12	13	14	15	16

FORM No. 13.

(Prescribed under Rule 85.)

Overtime Muster Roll for Exempted Workers.

Month ending.....19 .

No. in Register.	Name.	Department.	Dates on which overtime has been worked.	Extent of overtime on each occasion.	Total overtime worked or production in case of piece workers.

Normal hours.	Normal rate of pay.	Overtime rate of pay.	Normal earnings.	Overtime earnings.	Total earnings.	Dates on which overtime payments made.

FORM No. 14.

(Prescribed under Rule 87.)

Notice of Periods of Work for Adult Workers.

Name of Factory

Place .....District .....

Periods of work.	Men.														
Groups.	Total number of men employed.														
	A			B			C			D			E		
Relays.	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
On working days :															
From															
To															
From															
To															
From															
To															
On partial working days :															
From															
To															
From															
To															

Women.															Description of groups.		Remarks.
Total number of women employed.																	
F			G			H			I			J			Group letter.	Nature of work.	
1	2	3	1	2	3	1	2	3	1	2	3	1	2	3			
															A		
															B		
															C		
															D		
															E		
															F		
															G		
															H		
															I		
															J		

Date on which this notice first exhibited.....195

(Signed) .....

Manager.

FORM No. 15.

(Prescribed under Rule 88.)

Register of Adult Workers.

Serial No.	Name.	Father's name.	Nature of work.	Letter of Group as in Form	Number of relay, if working in shifts.	No. and date of certificate if an adolescent.		Remarks.
						No. of certificate and date.	Token Number giving reference to the certificate	
1	2	3	4	5	6	7	8	9

FORM No. 16.

(Prescribed under Rule 92.)

Notice of periods of work for Child Workers.

Name of Factory .....

Place..... District .....

Periods of work.	Children.						Description of group.		Remarks.
	Total number of children employed.....								
Groups.	A		B		C		Group Letter.	Nature of work.	
Relays.	1	2	1	2	1	2			
From							A		
To							B		
							C		

Date on which this notice is first exhibited.....195 .

(Signed) .....

Manager.

FORM No. 17.

(Prescribed under Rule 93.)

Register of Child Workers.

Serial No.	Name.	Father's name.	Date of first employment.	Number of certificate and its date.	Token number giving reference to certificate.	Letter of Groups as in Form.	Number of relay, if working in shifts.	Remarks.
1	2	3	4	5	6	7	8	9

FORM No. 18.

(Prescribed under Rule 94.)

Register of Leave with Wages.

Factory ..... Part I—Adults.

Department ..... Part II—Children.

Name .....
Father's name .....
.....

S. No.	S. No. in the Register of Adult/Child Workers.	Date of entry into service.	Interruptions.			
			Sickness.	Disability due to accident.	Authorised leave.	Total.
1	2	3	4	5	6	7

Interruptions—*contd.*				Balance of leave from last year.	Leave earned during the year.	Total.
Lockout or legal strike.	Involuntary unemployment.	Others.	Total.			
8	9	10	11	12	13	14

Whether leave not desired during the next 12 months.	Leave enjoyed.	Balance.	Wages for leave paid on.	Discharged worker.		Remarks.
	from to period			Date of discharge.	Date and amount of payment made in lieu of leave due.	
15	16	17	18	19	20	21

Note.—Separate page will be allotted to each worker.

FORM No. 19.

(Prescribed under Rule 95.)

Leave Book.

[Shall be the same as "Register of Leave with Wages" (Form No. 18), but shall be made out separately for each worker on a thick bound sheet.]

FORM No. 20.

(Prescribed under Rule 15.)

Health Register.

(In respect of persons employed in occupations declared to be dangerous operations under section 87.)

Name of Certifying Surgeon :

(*a*) Mr. .....

From .....To .....

(*b*) Mr. .....

From .....To .....

(*c*) Mr. .....

From .....To .....

Serial No.	Works No.	Name of worker.	Sex.	Age (last birthday).	Date of employment on present work.	Date of leaving or transfer to other work.	Reason for leaving, transfer or discharge.	Nature of job or occupation.
1	2	3	4	5	6	7	8	9

Raw material or By-product handled.	Dates of Medical Examination by Certifying Surgeon. / Result of Medical Examination.	If suspended from work, state period of suspension with detailed reasons.	Recertified fit to resume duty on (with signature of Certifying Surgeon).	If certificate of unfitness or suspension issued to worker.	Signature, with date, of certifying Surgeon.
10	11	12	13	14	15

Note.—(*i*) *Column 8.*—Detailed summary of reasons for transfer or discharge should be stated.
(*ii*) *Column 11.*—Should be expressed as fit/unfit/suspended.

FORM No. 21.

(Prescribed under Rule 103.)

Notice of Accident or Dangerous occurrence.

(*See* instructions on reverse.)

1.	Name of Occupier (or Factory) ..	
2.	Address of Works where accident or dangerous occurrence happened.	
3.	Nature of Industry ..	
4.	Branch or Department and exact place where the accident or dangerous occurrence happened.	
5.	Injured person's name and address ..	
6.	(*a*) Sex, (*b*) Age (last birthday), and (*c*) Occupation of injured person.	(*a*).....(*b*).....(*c*).....
7.	Date and hour of accident or dangerous occurrence.	
8.	Hour at which he started work on day of accident.	
9.	(*a*) Cause or nature of accident or dangerous occurrence.	(*a*)
	(*b*) If caused by machinery :—	
	(*i*) Give name of the machine and part causing the accident, and	(*b*) (*i*)
	(*ii*) State whether it was moved by mechanical power at the time.	(*b*) (*ii*)
	(*c*) State exactly what injured person was doing at the time.	(*c*)
10.	Nature and extent of injuries (e.g. fatal, loss of finger, fracture of leg, scald, scratch followed by sepsis).	
11.	If accident is not fatal, state whether injured person is likely to be disabled for 48 hours or more.	

12. Name of Medical Officer in attendance on injured person.

I certify that to the best of my knowledge and belief the above particulars are correct in every respect.

Signature of Occupier or Manager.....

Date of despatch of report.....

Note.—To be completed in legible handwriting or preferably typewritten.

This space to be completed by Inspector of Factories.

District ..

Date of Receipt

Accident No. ..

Industry No. ..

Causation No. ..

Sex (M., W., B. or G.) ..

Other particulars (e.g. fatal, leg injury, arm injury, etc.).

Date of Investigation ..

Result of Investigation ..

Notification of Accidents.

Extract from the Factories Act, 1948.

(Section 88.)

Where in any factory an accident occurs which causes death or which causes any bodily injury by reason of which the person injured is prevented from working for a period of forty-eight hours or more immediately following the accident, or which is of such nature as may be prescribed in this behalf, the manager of the factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

Extract from the Bombay Factories Rules, 1950.

(Rule 103.)

When any accident or occurrence specified in the Schedule takes place in a factory, the manager of the factory shall forthwith send notice thereof by telephone, special messenger or telegram to the Inspector and if the accident is fatal, or of such a serious nature that it is likely to prove fatal, notice as aforesaid shall also be sent to—

(*a*) the District Magistrate or Sub-Divisional Officer and

(*b*) the Officer-in-charge of the nearest Police station.

(2) The notice so given shall be confirmed by the manager of the factory to the abovementioned authorities within 12 hours of the occurrence by sending to them a written report in Form No. 21.

SCHEDULE.

1. Accidents which cause—

(*a*) death to any person ;

(*b*) such bodily injury as prevents or will probably prevent the person injured from working for a period of 48 hours immediately following the accident.

2. The following classes of occurrences, whether or not they are attended by personal injury or disablement :—

(*a*) Bursting of a boiler or vessel used for containing steam under pressure greater than atmospheric pressure.

(*b*) Collapse or failure of a crane, derrick winch, hoist or other appliance used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.

(*c*) Explosion or fire causing damage to any room or place in which persons are employed.

(*d*) Explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(*e*) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

FORM No 22.

(Prescribed under Rule 104.)

To be filled in by the Chief Inspector.
No. of Case.....
Remarks .....

Notice of poisoning or disease.

(*See* instructions on reverse.)

Factory Particulars.	1. Name of Factory .....
	2. Address of Factory .....
	3. Address of office or private residence of occupier.....
	4. Nature of Industry .....
Person Affected.	5. Name and Works Number of Patient .....
	6. Address of Patient .....
	7. Sex and Age of Patient.....
	8. Precise occupation of Patient.....
	9. Nature of Poisoning or Disease from which patient is suffering .....
General Particulars.	10. Has the case been reported to the Certifying Surgeon .....

Signature of Factory Manager .....

Dated.....

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Notice of Poisoning or Disease.

Extract from the Factories Act, 1948.

(Section 89.)

Where any worker in a factory contracts any disease specified in the Schedule, the manager of the factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

Extract from the Bombay Factories Rules, 1950.

(Rule 104.)

A notice in Form No. 22 should be sent forthwith both to the Chief Inspector and to the Certifying Surgeon, by the Manager of a factory in which there occurs a case of lead, phosphorus, mercury, manganese, arsenic, carbon bisulphide or benzene poisoning; or poisoning by nitrous fumes, or by halogens or halogen derivatives of the hydrocarbons of the aliphatic series; or of chrome ulceration, anthrax, silicosis, toxic anaemia, toxic jaundice, primary opitheliomatous cancer of the skin, or pathological manifestations due to radium or other radio-active substances or X-rays.

FORM No. 23.

(Prescribed under Rule 106.)

Abstract of the Factories Act, 1948, and the Bombay Factories Rules, 1950.

(To be fixed in a conspicuous and convenient place at or near the main entrance to the factory.)

Interpretation.

"Factory" means any premises including the precincts thereof—

(*i*) whereon ten or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on, or

(*ii*) whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power, or is ordinarily so carried on,

but does not include a mine subject to the operation of the Indian Mines Act, 1923 (IV of 1923), or a railway running shed.

"Worker" means a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process, or the subject of the manufacturing process.

"Manufacturing process" means any process for making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, demolishing, or otherwise treating or adapting any article or substance with a view to its use, sale, transport, delivery or disposal, or pumping oil, water or sewage, or generating, transforming or transmitting power, or printing by letter press, lithography, photogravure or other similar work or book-binding, which is carried on by way of trade or for purposes of gain, or incidentally to another business so carried on, or constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels.

Working Hours, Holidays, Intervals for Rest, etc.

1. *Hours of work (Adults)—Sections 51 and 54.*—No adult worker shall be required, or allowed, to work in a factory for more than 48 hours in any week and for more than 9 hours in any day.

2. *Relaxation of Hours of Work (Adults)—Section 64.*—The ordinary limits on working hours of adults may be relaxed in certain special cases, e.g. workers engaged on urgent repairs; in preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of the factory; in work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest; in work which for technical reasons must be carried on continuously throughout the day; in making or supplying articles of prime necessity which must be made or supplied every day; in a manufacturing process which cannot be carried on except during fixed seasons, or at times dependent on the irregular action of natural forces; in engine rooms or boiler houses or in attending to power plant or transmission machinery.

Except in the case of urgent repairs, the relaxation shall not exceed the following limits—

(*i*) the total number of hours of work in any day shall not exceed ten;

(*ii*) the total number of hours of overtime work shall not exceed 50 for any one quarter;

(*iii*) the spreadover inclusive of intervals for rest shall not exceed 12 hours in any one day.

In the case of any or all adult workers in any factory, the ordinary limits on working hours of adults may be relaxed, for a period or periods not exceeding

in the aggregate three months in any year, to enable the factory to deal with an exceptional press of work.

3. *Payment for Overtime—Section 59.*—Where a worker works in a factory for more than 9 hours in any day or for more than 48 hours in any week he shall, in respect of overtime work, be entitled to wages at the rate of twice his ordinary rate of wages.

4. *Exemption of Supervisory Staff—Section 64.*—Chapter VI of the Act—Working hours of adults—does not apply to persons holding positions of supervision or management or employed in a confidential position in a factory.

5. *Weekly Holiday (Adults)—Section 52.*—No adult worker shall be required or allowed to work in a factory on the first day of the week, unless he has, or will have, a holiday for a whole day on one fo the three days immediately before or after the said day, and the manager of the factory has, before the said day or the substituted day, whichever is earlier, delivered a notice at the office of the Inspector of his intention to require the worker to work on the said day and of the day which is to be substituted, and displayed a notice to that effect in the factory :

Provided that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day.

Where a worker in a factory, as a result of exemption from the ordinary provision relating to weekly holidays, is deprived of any of the weekly holidays, he shall be allowed, within the month in which the holidays were due to him or within the two months immediately following that month, compensatory holidays of equal number to the holidays so lost.

6. *Intervals for Rest (Adults)—Sections 55 and 56.*—The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed 5 hours before he has had an interval for rest of at least half an hour and that inclusive of his intervals for rest they shall not spread over more than 10½ hours in any day or, with the permission of the Chief Inspector in writing, 12 hours.

7. *Prohibition of Double Employment—Sections 60, 71 and 99.*—No child or, except in certain circumstances an adult worker, shall be required or allowed to work in any factory on any day on which he has already been working in any other factory.

If a child works in a factory on any day on which he has already been working in another factory, the parent or guardian of the child or the person having custody of or control over him or obtaining any direct benefit from his wages shall be punishable with fine, which may extend to Rs. 50 unless it appears to the court that the child so worked without the consent or connivance of such parent, guardian or person.

8. *Prohibition of Employment of Children under 14—Section 67.*—No child who has not completed his fourteenth year shall be required or allowed to work in any factory.

9. *Hours of Work (Children)—Section 71.*—No child shall be employed or permitted to work in any factory for more than 4½ hours in any day and between the hours of 7 p.m. and 6 a.m. The periods of work of all children employed in a factory shall be limited to two shifts which shall not overlap or spread over more than 5 hours each and each child shall be employed in only one of the relays.

The provision relating to weekly holidays shall also apply to child workers and no exemption from this provision may be granted in respect of any child.

10. *Prohibition of Employment of Women—Section 66.*—No woman shall in any circumstances be employed in any factory for more than 9 hours in any day or between the hours of 7 p.m. and 6 a.m.

Leave with Wages.

11. *Leave with wages—Sections 79, 80 and 83 and Rules.*—Every worker who has completed a period of 12 months' continuous service in a factory shall be allowed during the subsequent period of 12 months leave with wages for a number of days calculated at the rate of—

(*i*) if an adult, one day for every twenty days of work performed by him during the previous period of 12 months subject to a minimum of 10 days,

(*ii*) if a child, one day for every 15 days of work performed by him during the previous period of 12 months subject to a minimum of 14 days :

Provided that a period of leave shall be inclusive of any holiday which may occur during such period.

For the leave allowed to him, a worker shall be paid at a rate equal to the daily average of his total full-time earnings, exclusive of any overtime earnings, and bonus, but inclusive of dearness allowance and the cash equivalent of any advantage accruing by the sale, by the employer, of foodgrains and other articles at concessional rates for the days on which he worked during the month immediately preceding his leave.

Where the employment of a person who has completed a period of 4 months' continuous service in a factory is terminated before he has completed a period of 12 months' continuous service he shall be deemed to have become entitled to leave for the number of days calculated at the rate of, if an adult one day for

every 20 days of work performed by him, and if a child one day for every 15 days of work performed by him, and the occupier of the factory shall pay to him the amount payable in respect of the leave to which he is deeme to have become entitled.

If a worker entitled to leave with wages is discharged from the factory before he has taken the entire leave to which he is entitled, or if having applied for and having not been granted such leave, he quits his employment before he has taken the leave, the Occupier of the factory shall pay him the amount payable in respect of the leave not taken and such payment shall be made before the expiry of the second working day after the day on which his employment is terminated.

The Manager shall maintain a leave with wages register in the prescribed Form No. 18 and shall provide each worker with a book called the "Leave Book" in the prescribed Form No. 19. The Leave Book shall be the property of the worker and the Manager or his agent shall not den and it except to make entries of the dates of holidays or interruptions in service and shall not keep it for more than a week at a time. If a worker loses his Leave Book, the Manager shall provide him with another copy on payment of one anna and shall complete it from his record.

Health.

12. *Cleanliness—Section 11.*—Except in cases specially exempted, all inside walls and partitions, all ceilings or tops of rooms and all walls sides and tops of passages and staircases in a factory shall be kept white-washed or colour-washed. The white-washing or colour-washing shall be carried out at least once in every period of fourteen months. The floors of every workroom shall be cleaned at least once, in every week by washing using disinfectant, where necessary, or some other method.

13. *Disposal of Wastes and Effluents—Section 12.*—Effective arrangements shall be made in every factory for the disposal of wastes and effluents due to the manufacturing process carried on therein.

14. *Ventilation and Temperature—Section 13.*—Effective and suitable provision shall be made in every factory for securing and maintaining in every workroom adequate ventilation by the circulation of fresh air and such a temperature as will secure to workers therein reasonable conditions of comfort and prevent injury to health.

15. *Overcrowding—Section 16.*—Unless exemption has been granted, there shall be in every workroom of a factory in existence on 1st April 1949 at least 350 cubic feet and of a factory built after the date at least 500 cubic feet of space for every worker employed therein and for this purpose no account shall be taken of any space which is more than 14 feet above the level of the floor of the room.

16. *Lighting—Section 17.*—In every part of a factory where workers are working or passing, there shall be provided and maintained sufficient and suitable lighting, natural or artificial or both.

17. *Drinking Water—Section 18.*—In every factory effective arrangements shall be made to provide and maintain at suitable points, conveniently situated for all workers employed therein, a sufficient supply of wholesome drinking water.

In every factory wherein more than 250 workers are ordinarily employed the drinking water shall, during the hot weather be cooled by ice or other effective methods. The cooled drinking water shall be supplied in every canteen, lunch-room and rest room and also at conveniently accessible points throughout the factory.

18. *Latrines and Urinals—Section 19 and Rules.*—In every factory sufficient latrine and urinal accommodation of the prescribed type (separate enclosed accommodation for male and female workers) shall be provided conveniently situated and accessible to workers at all times while they are at the factory. Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings. Sweepers shall be employed whose primary duty it would be to keep clean latrines, urinals and washing places.

19. *Spittoons—Section 20.*—In every factory, there shall be provided a sufficient number of spittoons of the type prescribed in convenient places and they shall be maintained in a clean and hygienic condition. No person shall spit within the premises of a factory except in the spittoons provided for the purpose. Whoever spits in contravention of this provision shall be punishable with fine not exceeding five rupees.

Safety.

20. *Fencing of Machinery—Section 21.*—In every factory dangerous parts of machines, e.g. every moving part of a prime mover and every fly-wheel connected to a prime mover, etc., etc., shall be securely fenced by safeguards of substantial construction which shall be kept in position while the parts of machinery they are fencing are in motion or in use.

21. *Work on or near Machinery in Motion—Section 22.*—No woman or child shall be allowed in any factory to clean, lubricate or adjust any part of the machinery while that part is in motion, or to work between moving parts, or between fixed and moving parts of any machinery which is in motion.

22. *Employment of Young Persons on Dangerous Machinery—Section 23.*—No young person shall work at any machine declared to be dangerous unless he has been fully instructed as to the dangers arising in connection with the machine and the precautions to be observed and has received sufficient training in work at the machine or is under adequate supervision by a person who has a thorough knowledge and experience of the machine.

23. *Casing of New Machinery—Section 26.*—In all machinery driven by power and installed in any factory after 1st April 1949 every set screw, bolt or key on any revolving shaft, spindle, wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger ; all spur, worm and other toothed or friction gearing which does not require frequent adjustment while in motion shall be completely encased, unless it is so situated as to be as safe as it would be if it were completely encased.

Whoever sells or lets on hire or as agent of a seller or hirer, causes or procures to be sold or let on hire, for use in a factory any machinery driven by power which does not comply with these provisions, shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to five hundred rupees or with both.

24. *Prohibition of Employment of Women and Children near Cotton Openers—Section 27.*—No woman or child shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work.

25. *Excessive Weights—Section 34.*—No woman or young person shall unaided by another person lift, carry or move by hand or on head, any material, article, tool or appliance exceeding the following limits :—

	Lbs.
Adult female	65
Adolescent male	65
Adolescent female	45
Male child	35
Female child	30

26. *Protection of Eyes—Section 35.*—Effective screens or suitable goggles shall be provided for the protection of persons employed in or in the vicinity of processes which involve risk of injury to the eyes from particles or fragments thrown off in the course of the process or which involve risk of injury to the eyes by reason of exposure to excessive light.

27. *Precautions in Case of Fire—Section 38.*—Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein. The doors affording exit from any room shall, unless they are of the sliding type, be constructed to open outwards. Every window, door or other exit affording a means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked. Effective and clearly audible means of giving warning in case of fire to every person employed in the factory shall be provided. Effective measures shall be taken to ensure that wherein more than twenty workers are ordinarily employed in any place above the ground floor, or wherein explosive or highly inflammable materials are used or stored, all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such case.

Welfare.

28. *Washing Facilities—Section 42.*—In every factory adequate and suitable facilities for washing shall be provided and maintained for the use of the workers therein. Such facilities shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

If female workers are employed separate facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass.

29. *Facilities for Storing and Drying Clothing—Section 43 and Rules.*—In the case of certain dangerous operations, e.g., lead processes, liming and tanning of raw hides and skins, etc., suitable places for keeping clothing not worn during working hours and for the drying of wet clothing shall be provided and maintained.

30. *Facilities for Sitting—Section 44.*—In every factory suitable arrangement for sitting shall be provided and maintained for all workers obliged to work in a standing position in order that they may take advantage of any opportunities for rest which may occur in the course of their work.

31. *First Aid and Ambulance Room—Section 45.*—There shall in every factory be provided and maintained so as to be readily accessible during all working hours first-aid boxes or cupboards equipped with the prescribed contents. All such boxes and cupboards shall be kept in the charge of a responsible person who is trained in first aid treatment and who shall always be available during the working hours of the factory.

In every factory wherein more than 500 workers are employed there shall be provided and maintained an ambulance room of the prescribed size and containing the prescribed equipment. The ambulance room shall be in charge of a qualifed medical practitioner assisted by at least one qualified nurse and such other staff as may be prescribed.

32. *Canteens—Section 46 and Rules.*—In specified factories wherein more than 250 workers are ordinarily employed, a canteen or canteens shall be provided and maintained by the occupier for the use of the workers. Food, drink and other items served in the canteen shall be sold on a non-profit basis and the prices charged shall be subject to the approval of a Canteen Managing Committee which shall be appointed by the Manager and shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory provided that in no case shall there be more than 5 or less than 2 workers on the Committee. The Committee shall be consulted from time to time on to the quality and quantity of foodstuffs to be served in the Canteen, the arrangement of the menus, etc., etc.

33. *Shelters, Rest Rooms and Lunch Rooms—Section 47.*—In every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest rooms and a suitable lunch room, with provision for drinking water, where workers can eat meals brought by them shall be provided and maintained for the use of the workers.

34. *Creches—Section 48 and Rules.*—In every factory wherein more than 50 women workers are ordinarily employed there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such women. The Creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or a cradle with the necessary bedding for each child, at least one chair or equivalent seating accommodation for the use of the mother while she is feeding or attending to her child and a sufficient supply of suitable toys for older children.

There shall be in or adjoining the Creche a suitable wash-room for the washing of the children and their clothing. An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the Creche. At least half a pint of clean pure milk shall be available for each child on every day it is accommodated in the Creche and the mother of such a child shall be allowed in the course of her daily work suitable intervals to feed the child. For children above two years of age, there shall be provided, in addition, an adequate supply of wholesome refreshment. A suitably fenced and shady open air play-ground shall also be provided for the older children.

35. *Welfare Officers—Section 49.*—In every factory wherein 500 or more workers are ordinarily employed the occupier shall employ in the factory such number of Welfare Officers as may be prescribed.

Special Provisions.

36. *Dangerous Operations—Section 87 and Rules.*—Employment of women adolescents and children is prohibited or restricted in certain operations declared to be dangerous, e.g., manufacture of aerated water, electroplating, manufacture and repair of electric accumulators, glass manufacture, grinding or glazing of metals, manufacture and treatment of lead and certain compounds of lead, generating petrol gas from petrol, sandblasting and liming and tanning of raw hides and skins.

37. *Notice of Accidents—Section 88 and Rules.*—Where in any factory an accident occurs which causes death or which causes bodily injury by reason of which the person injured is prevented from working for a period of 48 hours or more immediately following the accident or which, though not attended by personal injury or disablement, is of one of the following types :—

(*i*) Bursting of a vessel used for containing steam under pressure greater than atmospheric pressure other than plant which comes within the scope of the Indian Boilers Act.

(*ii*) Collapse or failure of a crane, derrick, winch, hoist or other appliances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.

(*iii*) Explosion or fire causing damage to any room or place in which persons are employed, or fire in rooms of cotton pressing factories where a cotton opener is in use.

(*iv*) Explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(*v*) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

the Manager of the factory shall forthwith send notice thereof to the Chief Inspector. If the accident is fatal or of such a serious nature that it is likely to prove fatal, notice shall also be sent to the District Magistrate or the Sub-Divisional Officer and the Officer-in-charge of the nearest Police Station.

38. *Notice of Certain Diseases—Section 89 and Rules.*—Where any worker in a factory contracts any of the following diseases, the Manager of the factory shall send notice thereof forthwith both to the Chief Inspector and the Certifying Surgeon :—

Lead, phosphorus, mercury, manganese, arsenic, carbon bisulphide or benzene poisoning ; or poisoning by nitrous fumes or by halogens or halogen derivatives of the hydrocarbons of the aliphatic series ; or of chrome ulceration, anthrax, silicosis, toxic anaemia, toxic jaundice, primary epitheliomatous cancer of the skin, or pathological manifestations due to radium or other radio-active substances or X-rays.

39. *No Charge for Facilities and Conveniences—Section 114.*—No fee or charge shall be realised from any worker in respect of any arrangements or facilities to be provided or any equipments or appliances to be supplied by the occupier under the provisions of the Act.

40. *Powers of Inspectors—Sections 9 and 82.*—Inspectors have power to inspect factories any time and may require the production of registers, certificates, etc., prescribed under the Act and the Rules.

Any Inspector may institute proceedings on behalf of any workers to recover any sum required to be paid by an employer under the provisions relating to leave with wages, which the employer has not paid.

41. *Obligations of Workers—Sections 97 and 111.*—No worker in a factory—

(*i*) shall wilfully interfere with or misuse any appliance, convenience or other thing provided in a factory for the purposes of securing the health, safety or welfare of the workers therein,

(*ii*) shall wilfully and without any reasonable cause do anything likely to endanger himself or others, and

(*iii*) shall wilfully neglect to make use of any appliance or other thing provided in the factory for the purpose of securing the health or safety of the workers therein.

If any worker employed in a factory contravenes any of these provisions or any rule or order made thereunder he shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to Rs. 100 or with both.

If any worker employed in a factory contravenes any provision of the Act or any rules or orders made thereunder imposing any duty or liability on workers he shall be punishable with fine which may extend to Rs. 20.

42. *Certificates of Fitness—Sections 68, 70 and 98.*—No child who has completed his fourteenth year or an adolescent shall be required or allowed to work in any factory unless a certificate of fitness granted with reference to him is in the custody of the Manager of the factory and such child or adolescent carries, while he is at work, a token giving a reference to such certificate. Any fee payable for such a certificate shall be paid by the occupier and shall not be recoverable from the young person, his parents or guardian.

An adolescent who has been granted a certificate of fitness to work in a factory as an adult and who while at work in a factory carries a token giving reference to the certificate shall be deemed to be an adult for all the purposes of the provisions of the Act relating to the working hours of adults and the employment of young persons. An adolescent who has not been granted a certificate of fitness to work in a factory as an adult shall, notwithstanding his age, be deemed to be a child for all the purposes of the Act.

Whoever knowingly uses or attempts to use, as a certificate of fitness granted to himself, a certificate granted to another adolescent to work in a factory as an adult, or who having procured such a certificate knowingly allows it to be used, or an attempt to use it to be made, by another person, shall be punishable with imprisonment for a term which may extend to one month or with fine which may extend to Rs. 50 or with both.

43. *Registers, Notices and Returns—Sections 61, 63, 72, 74, 79, 80 and 110.*—A register of adult workers in the prescribed Form No. 15 and a register of child workers in the prescribed Form No. 17 shall be maintained by the Manager of every factory.

A notice of periods of work for adults and a notice of periods of work for children in the prescribed Forms Nos. 14 and 16 shall be correctly maintained and displayed in every factory. No adult worker or child shall be required or allowed to work in any factory otherwise than in accordance with their respective notices of periods of work displayed in the factory.

The owners, occupiers or managers of factories shall submit the prescribed periodical returns to the Inspector regularly.

FORM No. 24.

[Prescribed under sub-rule (1) of Rule 107].

Annual Return.

Year ending 31st December 19

Name of Factory.....
Name of Occupier.....
Name of Manager.....

1. District ...
2. Postal Address ...
3. Nature of Industry ...
4. *Average number of workers employed daily.
   - Men ...
   - Women ...
   - Adolescents—
     - Male ...
     - Female ...
   - Children—
     - Male ...
     - Female ...
5. Normal hours worked per week
   - Men ...
   - Women ...
   - Children ...
6. Number of days worked in the year ...
7. †What rest intervals were given to adults ?
8. Were rest intervals given to children ? ...
9. Were week-days sometimes substituted for Sunday as weekly holidays ?
10. The number of workers exempted from the provisions of sections :
    - 51 ...
    - 52 ...
    - 54 ...
    - 55 ...
    - 56 ...
11. Does the factory come under—
    (*i*) Section 87 ?
    (*ii*) Section 93 ?
12. Average daily number of workers employed in dangerous operations.

Signature of Manager.

* The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or under contractors. Attendances on separate shifts (e.g. night and day shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried on should not be treated as working days.

† Enter "one hour", "two half hours", "one half hour" or "none", as the case may be. If none of these categories applied to all the adult employees, enter the category applicable to the majority of adult employees. Where the majority received an interval exceeding one hour, enter "one hour".

FORM No. 25.

[Prescribed under sub-rule (3) of Rule 107.]

Half-Yearly Return.

Period ending 30th June 19 /31st December 19

Name of Factory.....

Name of Occupier .....

Name of Manager .....

(1) District.....

(2) Postal Address .....

(3) Nature of Industry .....

(4) *Average number of workers employed daily.

- Men ...
- Women ...
- Adolescents—
  - Male ...
  - Female ...
- Children—
  - Male ...
  - Female ...

(5) Number of days worked during the half-year ending 30th June 19 /31st December 19 .

Signature of Manager.

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* The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days during the half-year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or under contractors. Attendances on seperate shifts (e.g. night and day shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried on should not be treated as working days.

FORM No. 26.

[Prescribed under sub-rule (4) of Rule 107.]

Leave with Wages—Annual Return.

For the year ending 31st December 19

Name of Factory.....

Name of Occupier.....

Name of Manager.....

District.....

Postal address.....

Nature of Industry.....

Total number of persons employed during the year—

Men ... ...

Women ... ...

Children ... ...

Number of persons who completed twelve months' continuous service during the year—

Men ... ...

Women ... ...

Children ... ...

Number of persons who were granted leave during the year—

Men ... ...

Women ... ...

Children ... ...

Number of persons who gave notice not to avail themselves to leave during the year in which leave accrued—

Men ... ...

Women ... ...

Children ... ...

Signature of Manager.

FORM No. 27.

[Prescribed under sub-rule (5) of Rule 107.]

Compensatory Holidays—Annual Return.

For the year ending 31st December 19 .

Name of Factory.....

Name of Occupier.....

Name of Manager.....

1. District.....

2. Postal Address.....

3. Nature of Industry.....

4. No. of workers exempted from Section 52 of the Factories Act—

   Men ... ...

   Women ... ...

5. Number who received holidays in the—

   (1) same month ... ...

   (2) following month ...

   (3) third month ... ...

Signature of Manager.

FORM No. 28.

(Prescribed under Rule 110.)

Muster Roll.

Name of Factory..... Place.....

District.....

S. No.	Name.	Father's Name.	Nature of work.	For the period ending												Remarks
				1	2	3	4	5								

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FORM No. 29.

(Prescribed under Rule 111.)

Register of Accidents and Dangerous Occurrences.

Name of injured person (if any).	Date of accident or dangerous occurrence.	Date of report (in Form No. 21) to Inspector.	Nature of accident or dangerous occurrence.	Date of return of injured person to work.	Number of days injured person was absent from work.
1	2	3	4	5	6

FORM No. 30.

(Prescribed under Schedule VI to Rule 102.)

Special Certificate of Fitness.

(In respect of persons employed in operations involving use of lead compounds.)

Serial No.....

Date.....

I hereby certify that I have personally examined.....

.....son of .....

.....residing at .....

who is desirous of being employed as .....

in the.....and that his age, as nearly as can be ascertained from my examination, is.....years, and that he is, in my opinion, fit for employment at work involving the use of lead compounds.

His descriptive marks are :

.....

.....

Left thumb-impression of person examined.

Certifying Surgeon.

I certify that I examined the person mentioned above on.	I extend this certificate until.	Signature of Certifying Surgeon.	Note of symptoms of lead poisoning (if any).

FORM NO. 31.

(Prescribed under Rule 112.)

Inspection Book containing headings as under :—

Page.	Heading.
Covering page ...	... Inspection Book for Inspectors of Factories and Certifying Surgeon only.
Back of the covering page	... Manager's remarks regarding action taken, if any.
Every numbered page ...	... Inspector's or Certifying Surgeon's remarks.
Back of every numbered page	... Manager's remarks regarding action taken if any.

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FORM No. 32.

[Prescribed under sub-rule (6) of rule 107.]

Annual Return—Canteen.

Year ending 31st December 19

Industry.	Name of Factory.	Average No. of workers employed daily.	Type of Canteen.	
			Providing cooked food and refreshments (A).*	Providing cooked food only (B).*
1	2	3	4	5

Type of Canteen—*contd.*		Approximate average No. of workers using canteen daily.	Items of expenditure borne by the occupier stating separately the total expenditure borne by the occupier in subsidizing in sale of food-stuffs or in otherwise selling food-stuffs below cost price.	General Remarks.
Providing refreshments and tea only (C).*	Providing tea only (D).*			
6	7	8	9	10

*While furnishing information please use symbols.

Signature of Manager.

FORM No. 33.

[Prescribed under sub-rule (7) of Rule 107.]

Annual Return—Creche.

Year ending 31st December 19

1. Industry :
2. Name of Factory :
3. Average number of women workers employed :
4. Number of children admitted to the creche :
5. Approximate average daily attendance of children at the creche—
   (*a*) 2 years and below :
   (*b*) above 2 years :
6. Details of facilities provided with regard to—
   (*a*) Milk.
   (*b*) Food.
   (*c*) Clothes.
   (*d*) Toys.
   (*e*) Medical Aid.
   (*f*) Others.
7. Details of staff employed—
   (i) Doctors—
      (*a*) Males :
      (*b*) Females :
   (ii) Nurses :
   (iii) Teachers :
   (iv) Ayahs :
   (v) Sweepers :
8. General Remarks :

Date.

Signature of Manager.

FORM No. 34.

[Prescribed under sub-rule (8) of Rule 107.]

Annual Return—Shelters, Rest Rooms and Lunch Rooms.

Year ending 31st December 19

1. Industry :
2. Name of Factory :
3. Average number of workers employed daily :
4. Approximate average daily attendance of workers at the shelter, rest room or lunch room :
5. Details of facilities provided with regard to drinking water :
6. Details of accommodation, furniture and other equipment provided :
7. General Remarks :

Date.

Signature of Manager.

R. 30 (2) **G. N., Lab. & H. D., No. 44/48-I, dated 20th December 1950 (B.G., Pt. IV-A, p. 654).**

In pursuance of sub-rule (2) of rule 30 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that rule 30, sub-rule (3) of rule 31 and rules 32 and 33 of the said Rules shall come into force in respect of cotton ginning factories and that the said rules 30, 32 and 33 shall come into force in respect of classes of factories other than cotton ginning factories, with effect from the date of this notification.

R 54 (2) **G. N., Lab. & H. D., No. 44/48-II, dated 20th December 1950 (B. G., Pt. IV, p. 655).**

In pursuance of sub-rule (2) of rule 54 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that the said rule shall come into force in respect of any class or description of factories, where machines noted in the Schedules annexed to the said rule are in use, with effect from the date of this notification.

R. 69 (1) **G. N., Lab. & H. D., No. 44/48-III, dated 20th December 1950 (B. G., Pt. IV-A, p. 655).**

In pursuance of sub-rule (1) of rule 69 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that the said rule shall come into force in respect of all classes or description of factories with effect from the date of this notification.

R 71 (1) **G. N., Lab. & H. B., No. 44/48-IV, dated 20th December 1950 (B. G., Pt. IV-A, p. 655).**

In pursuance of sub-rule (1) of rule 71 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that the said rule shall come into force in respect of every factory wherein more than five hundred workers are employed, with effect from the date of this notification.

R. 72 (2) **G. N., Lab. & H. D., No. 44/48-V, dated 20th December 1950 (B. G., Pt. IV-A, p. 655).**

In pursuance of sub-rule (1) of rule 72 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that rules 72 to 78 of the said Rules shall come into force in respect of the factories specified in the Schedule appended hereto, with effect from the date of this notification.

SCHEDULE.

FACTORIES.

Town and Island of Bombay.

His Majesty's Indian Naval Dockyard.
Bombay Port Trust Workshops.
Bombay Telephone Workshops.
His Majesty's Mint.
Government Central Press.

G. I. P. Railway Printing Press.
G. I. P. Railway Mechanical Workshops, Carriage and Wagon, Matunga.
G. I. P. Railway Transportation Carriage and Wagaon Shop, Wadi Bunder.
G. I. P. Railway Mechanical Workshops Carriage and Wagon, Parel.
B. B. & C. I. Railway Carriage and Wagon Shop, Mahalaxmi.
B. B. & C. I. Railway Locomotive Work, Delisle Road.
Apollo Mills Limited, Nos. 1, 2 and 3 Mills.
Bombay Dyeing and Manufacturing Co. Ltd. (Spring Mills).
Bombay Dyeing and Manufacturing Co. Ltd. (Textile Mills).
Bradbury Mills Ltd.
Century Spinning and Manufacturing Co. Ltd.
Crown Spinning and Manufacturing Co. Ltd.
Colaba Land and Mills Co. Ltd.
Dawn Mills Co. Ltd.
Dhanraj Mills Ltd.
Digvijaya Spinning and Weaving Co. Ltd.
Edward Mills.
Elphinstone Spinning and Weaving Mills Co. Ltd.
Finlay Mills Co. Ltd.
Gold Mohur Mills Ltd.
Hindustan Spinning and Weaving Co. Ltd.
Hind Mills Co. Ltd. Nos. 1 and 2 Mills.
Hirji Mills Ltd.
Indian Manufacturing Co. Ltd.
India United Mills Ltd., No. 1.
India United Mills Ltd., No. 2.
India United Mills Ltd., No. 3.
India United Mills Ltd., No. 4.
India United Mills Ltd., No. 5.
Jam Manufacturing Co. Ltd., No. 1.
Jam Manufacturing Co. Ltd., No. 2.
Jubilee Mills Ltd.
Kamala Mills Ltd.
Khatau Makanji Spinning and Weaving Mills Co. Ltd.
Kohinoor Mills Co. Ltd., Nos. 1 and 2.
Madhavji Dharamsi Manufacturing Co. Ltd.
Meyer Mills Ltd.
Morarji Gokuldas Spinning and Weaving Co. Ltd., Nos. 1 and 2.
Shri Madhusudan Mills.
New City of Bombay Manufacturing Co. Ltd.
New China Mills Ltd.
New Great Eastern Spg. and Wvg. Co. Ltd.
New Kaiser-I-Hind Mills.
Modern Mills No. 1.
Modern Mills No. 2.
New Pralhad Mills Ltd.
New Union Mills Ltd.
Phoenix Mills Ltd.
Podar Mills Ltd.
Raghuwanshi Mills Ltd.
Ruby Mills Ltd.
Seksaria Cotton Mills Ltd.
Prakash Cotton Mills Ltd.

Sir Shapurji Broacha Mills Ltd. (comprising Connaught Mill, Empress Mill No. 1 and Empress Mill No. 2).
Sassoon Spinning and Weaving Co. Ltd.
Simplex Mills Co. Ltd.
Shri Ram Mills Ltd.
Standard Mills Co. Ltd.
Shriniwas Cotton Mills Ltd.
Swan Mills Ltd.
Tata Mills Ltd.
Victoria Mills Ltd.
Western India Spg., Wvg. and Mfg. Co. Ltd.
Indian oWoollen Mills.
Sassoon and Alliance Silk Mills Ltd.
Kohinoor Mills Co. Ltd., No. 3.
General Motors (India) Ltd.
B.E.S.T. Committee Headquarters, Colaba.
Byculla Iron Works.
Defence Works (M/s. Alcock Ashdown and Co. Ltd.).
Estrella Batteries Ltd.
Burma Shell Oil Storage and Distributing Co. of India Ltd., Kerosene Installation.
Burma-Shell Benzine Installation.
Metal Box Co. of India Ltd.
B. S. N. Co.'s Workshop.
Mazgaon Dock Ltd.
Godrej and Boyce Mfg. Co. Ltd.
B. E. S. T. Co.'s Kingsway Workshop, Dadar.
Mukund Iron and Steel Works.
Hind Cycle Ltd.
Acme Mfg. Co. Ltd.
Tobacco Manufacturers (India) Ltd.
Hindustan Vanaspati Mfg. Co.
India United Mills Ltd. Dye Works.
Bombay Gas Co. Ltd.
Tata Oil Mills Co. Ltd.
Lever Bros. (India) Ltd.
Imperial Chemical Industries (India) Ltd.
Times of India Printing Press.
Bombay Glass Works Ltd.
Firestone Tyre and Rubber Co. of India Ltd.
Crompton Parkinson (Works) Ltd., Worli.
Swastik Oil Mills Ltd., Wadala.
Empire Dyg. and Mfg. Co.
Standard Vacuum Oil Co. Ltd., Sewree.
Zandu Pharmaceutical Works Ltd.
New Standard Engineering Co. Ltd.
Wallace Flour Mills, B.
Devidayal Metal Industries.
Sadhna Textile Mills Ltd.
Shri Shakti Silk Mills.
Jayant Metal Mfg. Co. Ltd.
Indian Hume Pipe Co. Ltd.

Thana District.

Ordnance Factory, Ambernath.
Raymond Woollen Mills Ltd., Panch Pakhadi Road, Thana.
Ahmed Abdul Karim Brothers Ltd. Woollen, Silk, Oil and Leather Cloth Factory, Ambernath.
Western India Match Co. Ltd., Ambernath.
G. G. Dandekar Machine Works Ltd., Bhiwandi.

Bombay Suburban District.

Coorla Spg. and Wvg. Co. Ltd., Kurla.
Swadeshi Mills Co. Ltd., Nos. 1 and 2 Mills.
Premier Automobiles Ltd., Kurla.
Kamani Metal and Alloys Ltd., Kurla.
Air India Ltd., Santa Cruz (East).
Asbestoes Cement Ltd., Mulund.
Harichand Textile Mills Ltd., Agra Road, Vikhroli.
R. J. Laxmi Printing Works, Vikhroli.
Indian Plastics Ltd., Kandivli.
Indian Smelting and Refining Co. Ltd., Bhandup.
Khetani Textile Industries Ltd., Kurla.
Dhiraj Pen Mfg. Co. Ltd., Andheri.
United Glass Works, Andheri.

West Khandesh District.

New Pratap Spg., Wvg. and Mfg. Co. Ltd., Dhulia.

East Khandesh District.

Chalisgaon Shri Laxmi Narayan Mills Ltd., Chalisgaon.
Gendalal Mills Ltd., Jalgaon.
Khandesh Spg. and Wvg. Mills, Jalgaon.
Pratap Spg. and Wvg. Mfg. Co. Ltd., Nos. 1 and 2 Mills, Amalner.
Indian Ordnance Factories' Barrel Factory, Bhusawal.
Bharat Vanaspati Products Ltd., Pachora.

Nasik District.

Government Currency Note Press, Nasik Road, Nasik.
Government Security Printing Press, Nasik Road.
G. I. P. Railway Central Eng. Workshops, Manmad.
Rawalgaon Sugar Farm Ltd., Rawalgaon.

Ahmedabad District.

Ahmedabad Advance Mills Ltd.
Ahmedabad Cotton Mfg. Co. Ltd.
Ahmedabad Jaybharat Cotton Mills Co. Ltd.
Ahmedabad Jubilee Spg. and Wvg. Co. Ltd., Nos. 1 and 2.
Ahmedabad Jupiter Spg. and Wvg. Co. Ltd.
Ahmedabad Kaisar-I-Hind Mills Co. Ltd.
Ahmedabad Laxmi Cotton Mills Co. Ltd.
Ahmedabad Mfg. and Calico Printing Co. Ltd., Nos. 1 and 2.

Ahmedabad New Cotton Mills Co. Ltd., No. 2.
Ahmedabad New Textile Mills Co. Ltd., Nos. 1 and 2.
Ahmedabad Shree Ramkrishna Mills Co. Ltd.
Ahmedabad Sarangpur Mills Co. Ltd., Nos. 1 and 2.
Ajit Mills Ltd.
Anant Mills Ltd.
Aruna Mills Ltd.
Arvind Mills Ltd.
Aryodaya Ginning and Mfg. Co. Ltd.
Asarwa Mills Ltd.
Aryodaya Spg. and Wvg. Co. Ltd. Nos. 1 and 2.
Ashok Mills Ltd.
Bechardas Spg. and Wvg. Co. Ltd.
Bialakia Mills Co. Ltd.
Bharatkhand Textile Mfg. Co. Ltd. Nos. 1 and 2.
Bihari Mills Ltd.
Commercial Ahmedabad Mills Co. Ltd.
Gujarat Cotton Mills Co. Ltd.
Girdhardas Hari Vallabhdas Mills Ltd.
Gujarat Spg. and Wvg. Co. Ltd.
Harivalabdas Mulchand Mills Co. Ltd.
Hathising Mfg. Co. Ltd.
Himabhai Mfg. Co. Ltd.
Jahangir Vakil Co. Ltd.
Kalyan Mills Ltd.
Lalbhai Trikamlal Mills Ltd.
Maheshwari Mills Ltd.
Maneckchowk and Ahmedabad Mfg. Co. Ltd., Nos. 1 and 2.
Maneklal Harilal Spg. and Mfg. Co. Ltd.
Marsden Spg. and Mfg. Co. Ltd.
Monogram Mills Co. Ltd.
Nagri Mills Co. Ltd.
New Commercial Mills Co. Ltd.
New Maneckchowk Spg. and Wvg. Co. Ltd.
New National Mills Co. Ltd.
New Rajpur Mills Co. Ltd.
New Swadeshi Mills of Ahmedabad Ltd.
Nutan Mills Ltd.
Patel Mills Co. Ltd.
Rajpur Mfg. Co. Ltd.
Rajnagar Spg., Wavg. and Mfg. Co. Ltd., No. 1.
Rajnagar Spg., Wvg. and Mfg. Co. Ltd., No. 2.
Rohit Mills Ltd.
Rustom Jahangir Vakil Mills Co. Ltd.
Sarangpur Cotton Mfg. Co. Ltd., No. 1.
Sarangpur Cotton Mfg. Co. Ltd., No. 2.
Saraspur Mills Ltd.
Shorrock Spg. Mfg. Co. Ltd.
Shrinagar Wvg. and Mfg. Co. Ltd.
Shri Ambica Mills Ltd., No. 1.
Shri Ambica Mills Ltd., No. 2.
Silver Cotton Mills Ltd.
Shree Vivekanand Mills Ltd.

Vijay Mills Co. Ltd.
Vikram Mills Co. Ltd.
Prabha Mills, Viramgaon.
Fine Knitting Co. Ltd.
Sabarmati Power Station, Sabarmati.

Broach District.

Gopal Mills Ltd. No. 2, Broach.
Gopal Mills Ltd. No. 3, Broach.
Broach Fine Counts Spg. and Wvg. Co. Ltd.

Panch Mahals District.

B. B. & C. I. Railway Locomotive Works, Freeland Ganj, Dohad.

Kaira District.

New Shorrock Spg. and Wvg. Co. Ltd., Nadiad.
Keshav Mills Co. Ltd., Petlad.
Rajaratna Naranbhai Mills Co. Ltd., Petlad.
Petlad Bulakhidas Mills Co. Ltd., Petlad.
Shubha Laxmi Mills Co. Ltd., Cambay.

Surat District.

Surat Cotton Spg. and Wvg. Mills Ltd., Surat.
Niranjan Mills, Falsawadi.
Surat Silk Goods Mills, Vijay Baug.
Prabhat Silk and Cotton Mills Ltd., Sabra Gate, Surat.
Dhanamal Silk Mills, Varachha Road.
Garden Silk Mills, Rampura, Tanki, Surat.
Mafatlal Fine Spg. and Mfg. Co. Ltd., Navsari.
Navsari Cotton and Silk Mills Ltd., Navsari.
Gaekwar Mills Ltd., Billimora.
Vania Silk Mills, Billimora.
Naran Lala Metal Works, Navsari.
Vithaldas Makanji and Sons, Ltd., Navsari.
Arvind Boards and Papers Mills Ltd., Billimora.
Indian Cotton Oil Mills Ltd., Navsari.

Mehsana District.

Bharat Vijay Mills Ltd., Kalol.
Chhotalal Mills Ltd., Kalol.
Navjivan Mills Ltd., Kalol.
New Chhotalal Mills Ltd., Kadi.
The Sidhpur Mills Ltd., Sidhpur.

Amreli District.

Tata Chemicals Ltd., Mithapur.
The Associated Cement Co. Ltd.'s Okha Cement Works, Dwarka.

Baroda District.

B. B. & C. I. Railway Loco, Carriage and Wagon Workshop, Pratapnagar, Baroda.
Baroda Spg. and Wvg. Co. Ltd., Ajabadi Talao, Baroda.
Shree Yamuna Mills Co. Ltd., Pratapnagar, Baroda.
Shri Jagdish Mills Ltd., Padra Road, Baroda.
Shri Sayaji Mills Co. Ltd., Near Rly. Stn., Baroda.
The New India Industries Ltd., Jetalpur Road, Baroda.
Shri Dinesh Mills Ltd., Sayaji Gunj, Baroda.
Jyoti Ltd., Gorwa Road, Baroda (Post Chemical Industries).
Alembic Chemical Works Co. Ltd., Gorwa Road, Post Chemical Industries, Baroda.

Poona District.

E. S. D., Dehu Road.
Ammunition Factory, Kirkee.
High Explosive Factory, Kirkee.
Ordnance Depot, Kirkee.
512 Comd. I.E.M.E. Workshop, Kirkee.
Dehu Vehicle Depot, Dehu Road.
Central Armoured Fighting Vehicle Depot, Kirkee.
Vehicles Sub-Depot of Central Armoured Fighting Vehicle Depot, Kirkee.
Central Ordnance Depot, Dehu Road.
Ordnance Depot, Talegaon-Dabhade.
Raja Bahadur Motilal Poona Mills Ltd., Poona.
Bhor Industries Ltd., Bhor.
Reay Paper Mills Ltd., Mundhwa.
Paisa Fund Glass Works, Talegaon-Dhabade.
Ammunition Depot No. 1, Dehu Siding, Dehu Road.
Ammunition Depot No. 2, Dehu Siding, Dehu Road.
Major Assembly Sub-Depot, Dehu Siding.
General Stores Holding Sub-Depot, Talegaon-Dabhade.
Unfit Vehicle Part Dehu Vehicle Depot, Dehu Road.
Walchandnagar Industries Ltd.'s Kalamb Sugar Factory, Walchandnagar.

Sholapur District.

Barsi Spg. and Wvg. Mills Ltd., Barsi.
Jay Shankar Mills Ltd., Barsi.
Lokmanya Mills Ltd., Barsi.
Jam Shri Ranjit Singhji Mills Ltd., Sholapur.
Laxmi Cotton Mfg. Co. Ltd., Sholapur.
Narsinggirji Mfg. Co. Ltd., Sholapur.
Vishnu Cotton Mills Ltd.
Sholapur Spg. and Wvg. Co. Ltd., Nos. 1, 2 and 3 Mills, Sholapur.
Barsi Light Railway Co. Ltd., Loco, Carriage and Wagon Repairs Workshop, Kurdu Wadi.
Saswad Mali Sugar Factory Ltd., Akluj.
Brihan Maharashtra Sugar Syndicate, Borgaon.
Agricultural Products General Factory No. 1, Chitalewadi.

Ahmednagar District.

Belapur Co. Ltd., Harigaon.
Belwandi Sugar Farm Ltd., Belwandi.
Maharashtra Sugar Mills, Tilaknagar.
Godawari Sugar Mills Ltd., Sakharwadi.
Somaiya Sugar Factory, Laxmiwadi.

North Satara District.

Cooper Engineering Ltd., Satara Road.
Ogale Glass Works Ltd., Ogalewadi.
Phaltan Sugar Works Ltd., Phaltan.

South Satara District.

Shri Balaji Spg. and Wvg. Mills, Sangli.
Kirloskar Bros. Ltd., Kirloskarwadi.
Ugar Sugar Works Ltd., Ugar-Khurda.

Kolhapur District.

Shahu Chatrapati Mills, Shahupuri, Kolhapur.
Kolhapur Sugar Mills, Kasba Bavada, Post New Palace, Kolhapur.

Belgaum District.

Gokak Mills Ltd., Nos. 1 and 2, Gokak Falls.
Krishna Sugar Mills Ltd., Krishna Kittur.

Dharwar District.

M. & S. M. Railway Workshop, Hubli.
Narayandas Chunilal Spg. and Wvg. Mills, Gadag.
Bharat Spg. and Wvg. Mill No. 2, Hubli.

G. N., Lab. & H. D., No. 44/48, dated 12th April 1951 (B. G., Pt. IV-A, p. 145). R. 72

In pursuance of sub-rule (1) of rule 72 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that rules 72 to 78 of the said Rules shall come into force in respect of the factories specified in the Schedule appended hereto, with effect from the date of this notification.

SCHEDULE.

FACTORIES.

Town and Island of Bombay.

Wadi Bunder Installation of Messrs. Burmah-Shell Oil Storage and Distributing Company of India Limited, Bombay.

Sewri Installation of Messrs. Caltex (India) Limited, Bombay.

G. N., Lab. & H. D., No. 44/48-VI, dated 20th December 1950 (B. G., Pt. IV-A, p. 663). R. 79 (1)

In pursuance of sub-rule (1) of rule 79 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that the said rule shall come into force in respect of every factory wherein more than one hundred and fifty workers are ordinarily employed, with effect from the date of this notification.

R. 80 (1) **G. N., Lab. & H. D., No. 44/48-VII, dated 20th December 1950 (B. G., Pt. IV-A, p. 663).**

In pursuance of sub-rule (1) of rule 80 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that rules 80 to 83 of the said Rules shall come into force in respect of every factory wherein more than fifty women workers are ordinarily employed and which works for more than 180 working days in a year.

R. 102 (1) **G. N., Lab. & H. D., No. 44/48-VIII, dated 20th December 1950 (B. G., Pt. IV-A, p. 663).**

In pursuance of sub-rule (3) of rule 102 of the Bombay Factories Rules, 1950, the Government of Bombay is pleased to direct that the said rule shall come into force in respect of any class or description of factories, wherein the dangerous operations specified in any Schedule annexed to the said rule are carried out, with effect from the date of this notification.

S. 8 (5) **G. N., Lab. & H. D., No. 622/48, dated 2nd August 1950 (B. G., Pt. IV-A, p. 479).**

In exercise of the powers conferred by sub-section (*5*) of section 8 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to appoint the Medical Officers of Health of the Poona City Municipal Corporation and the Ahmedabad Municipality to be additional Inspectors of Factories within the limits of the respective municipal areas for the purposes of sections 11, 16, 17, 18, 19, 20 and Chapter V of the said Act.

S. 8 (5) & (6) **G. N., Lab. & H. D., No. 44/48, dated 16th January 1952 (B. G., Pt. IV-A, p. 36).**

In exercise of the powers conferred by sub-sections (*5*) and (*6*) of section 8 of the Factories Act, 1948 (LXIII of 1948), and in supersession of Government Notifications noted below,* the Government of Bombay is pleased to appoint the undermentioned officers to be additional Inspectors of Factories within the areas mentioned against each :—

(1) All Sub-Divisional Magistrates in the State of Bombay within the local limits of their respective jurisdictions;

(2) The Resident Magistrate, Kalyan, for all the Railway premises in the Kalyan Taluka of the Thana District;

(3) All Mamlatdars and Mahalkaris in the State of Bombay within the limits of their talukas, Mahals or Petas, as the case may be;

(4) The Inspectors appointed under sub-section (*3*) of section 14 of the Payment of Wages Act, 1936 (IV of 1936), within the limits of their jurisdictions;

(5) The Certifying Surgeon, Bombay, and the Certifying Surgeon, Ahmedabad, within the limits of their respective jurisdictions;

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*Government Notifications, Political and Reforms Department—
No. 352/34 (*f*), dated the 18th November 1935;
No. 352/34 (*g*), dated 18th November 1935;
No. 352/34-II, dated 12th April 1937;
No. 352/34-II, dated 14th April 1937.
Government Notifications, Political and Services Department—
No. 155/34-II, dated 26th March 1938;
No. 929/34-III, dated 6th October 1938;
No. 8937, dated 18th September 1940;
No. 352/34, dated 26th November 1941;
No. 20/7 (D), dated 13th January 1942;
No. 352/34, dated 13th March 1945;
No. 1554/34, dated 22nd February 1946.

(6) The Director of Public Health, all Assistant Directors of Public Health and the District Health Officers in the State of Bombay, within the limits of their jurisdictions; and

(7) The Bombay Medical Service Class I or II Officers specified in Schedule A and Bombay Medical Service Class III Officers of not less than seven years' service and stationed at places specified in Schedule B, within the limits of their respective jurisdictions.

SCHEDULE A.

Bombay Medical Service Class I or II Officers.

(1) Nadiad.
(2) Gadag.
(3) Hubli.
(4) Kalyan.
(5) Bandra.
(6) Kapadvanj.
(7) Bhiwandi.
(8) Ahmednagar.

SCHEDULE B.

Bombay Medical Service Class III Officers of not less than seven years' service.

(1) Viramgam.
(2) Broach.
(3) Surat.
(4) Sholapur.
(5) Poona and Mundhwa.
(6) Karad.
(7) Gokak.
(8) Bijapur.
(9) Bagalkot.
(10) Ilkal.
(11) Hungund.
(12) Dhulia.
(13) Talegaon (Dabhade).
(14) Jalgaon.
(15) Amalner.
(16) Jambusar.
(17) Thana.
(18) Amod.
(19) Ilav.
(20) Thasra.
(21) Chalisgaor.
(22) Bardoli.
(23) Jalalpore.
(24) Bailhongal.
(25) Deogad.
(26) Belgaum.
(27) Umreth.
(28) Dhandhuka.

G. N., Lab. & H. D., No. 1907/48, dated 20th March 1952 (B. G., Pt. IV-A, p. 349). S. 8 (5) & (6)

In exercise of the powers conferred by sub-sections (*5*) and (*6*) of section 8 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to appoint the officers mentioned in the schedule annexed hereto to be additional Inspectors of Factories within the limits of their respective jurisdictions.

Schedule.

(1) The Medical Officer of Health, Kanara East Division,

(2) The Medical Officer of Health, Kanara West Division,

(3) The Medical Officer of Health, Dharwar Division,

(4) The Medical Officer of Health, Haveri Division.

G. N., Lab. & H. D., No. S.36(6), dated 10th July 1952 (B. G., Pt. IV-A, p. 847). S. 8 (1), (2), (6) & (7)

In exercise of the powers conferred by sub-sections (*1*), (*2*), (*6*) and (*7*) of section 8 of the Factories Act, 1948 (LXIII of 1948), and in supersession of Government Notification, Labour and Housing Department, No. S. 36 (6), dated the 5th April 1952, the Government of Bombay is pleased to appoint Shri N. G. Kewalramani to be Chief Inspector of Factories for the whole of the State of Bombay with effect from the 10th July 1952.

S. 10 (1) ***G. N., P. & S. D., No. 352/34, dated 13th November 1941 (B. G., Pt. IV-A, pp. 269-272).**

Amended by G. N., P. & S. D., No. 352/34, dated 16th December 1942.

Amended by G. N., P. & S. D., No. 352/34, dated 9th September 1943.

Amended by G. N., P. & S. D., No. 352/34, dated 26th October 1943.

Amended by G. N., P. & S. D., No. 352/34, dated 28th February 1944.

Amended by G. N., P. & S. D., No. 352/34, dated 3rd November 1947.

Amended by G. N., P. & S. D., No. 352/34-I & II, dated 1st December 1947.

Amended by G. N., Lab. D., No. 352/34, dated 28th April 1948.

Amended by G. N., Lab. D., No. 352/34, dated 21st July 1948.

Amended by G. N., Lab. D., No. 540/48, dated 17th January 1949.

Amended by G. N., Lab. D., No. 54/48-II, dated 30th September 1949.

Modified by G. N., Lab. & H. D., No. 540/48, dated 24th November 1951.

In exercise of the powers conferred by sub-section (*1*) of section 12 of the Factories Act, 1934 (XXV of 1934), and in supersession of all previous notifications issued in this behalf, the Government of Bombay is pleased to appoint the medical officers mentioned in the first column of the Schedule hereto annexed, to be certifying surgeons for the purposes of the said Act within the limits of the areas respectively specified against them in the second column of the said Schedule :—

SCHEDULE.

Names or designations of Medical Officers.	Areas.
1	2
Mr. N. M. Alreja, M.B.B.S.	City of Bombay, Municipal Borough of Kurla and Municipal District of Ghatkoper-Kirol.
Mr. N. L. Balane, M.B.B.S.	Daskroi Taluka and City Mahal, Ahmedabad.
The Medical Officer in charge of the Dispensary at Viramgaum.	Viramgaum Taluka.
The Medical Officer in charge of the Dispensary at Dhandhuka.	Dhandhuka Taluka.
The Subordinate Medical Service Officer in charge of the Dispensary at Prantij.	Prantij Taluka except the villages of Demai and Dhansura.

* This notification issued under section 12 (*1*) of Act XXV of 1934 [corresponding to section 10 (*1*) of Act LXIII of 1948], is kept in force.

Names or designations of Medical Officers.	Areas.
1	2
The Medical Officer in charge of the Grant in-aid Dispensary at Gogha.	Town of Gogha.
The Medical Officer in charge of the Municipal Dispensary at Nadiad.	Nadiad Taluka.
The Medical Officer in charge of the Municipal Dispensary at Kapadvanj.	Kapadvanj Taluka and the villages of Demai and Dhansura in the Ahmedabad District.
The Medical Officer in charge of the Municipal Dispensary at Dakore.	Thasra Taluka.
The Medical Officer in charge of the Municipal Dispensary at Umreth.	Municipal District of Umreth and village of Ode.
The Medical Officer in charge of the Municipal Dispensary at Anand.	Borsad Taluka and Anand Taluka except the Municipal District of Umretha and the village of Ode.
The Civil Surgeon, Broach and Panch Mahals.	Municipal Borough of Broach and the villages of Derol, Nabipur and Palej.
The Medical Officer in charge of the Dispensary at Ilav.	Village of Ilav in the Broach and Panch Mahals District and the village of Vadoli in Olphad Taluka of the Surat District.
The Medical Officer in charge of the Dispensary at Amod in Broach and Panch Mahals District.	Amod Taluka except the village of Samni.
The Medical Officer in charge of the Dispensary at Vagra.	Vagra Taluka and the village of Samni in Amod Taluka.
The Medical Officer of the B. B. & C. I. Rly. Co. at Dohad.	The area covered by the B. B. & C. I. Railway factories at Freeland Ganj.
The Subordinate Medical Service Officer in charge of the Municipal Dispensary at Ankleshwar.	Ankleshwar Taluka except the village of Ilav.
The Subordinate Medical Service Officer in charge Dispensary, Jambusar.	Jambusar Tulaka.
The Civil Surgeon, Surat	Chorasi Taluka and the village of Sayan.

Names or designations of Medical Officers.	Areas.
1	2
The Medical Officer in charge of the Dispensary at Tadkeshwar in Surat District.	The village of Kim in Surat District.
The Medical Officer in charge of the Local Board Dispensary at Jalalpore.	Jalalpore Taluka.
The Medical Officer in charge of the Local Board Dispensary at Pardi.	Pardi and Bulsar Talukas.
The Medical Officer in charge of the Local Board Dispensary at Bardoli.	Bardoli Taluka and the village of Nawapur in the West Khandesh District.
The Civil Surgeon, Thana	Thana Mahal.
The Medical Officer in charge of the Dispensary at Kalyan.	Kalyan Taluka.
The Bombay Medical Service Officer in charge of the Dispensary at Bhiwandi.	Bhiwandi Taluka.
The Medical Officer in charge of the Dispensary at Vada, District Thana.	Vada Taluka.
The Civil Surgeon, Satara, District Satara.	Satara Taluka.
The Medical Officer in charge of the Dispensary at Bandra.	Municipal Borough of Bandra.
The Medical Officer in charge of the Local Board Dispensary at Andheri.	The Municipal district of Parle-Andheri and the villages of Borivli and Kandivli in the Bombay Suburban District.
[The Bombay Medical Service Officer in charge of the C. R. Wadia Dispensary at Thana.	Town of Mulund in the Bombay Suburban District.]
The Civil Surgeon, Ahmednagar ..	Ahmednagar Taluka.
The Civil Surgeon, Jalgaon ..	Jalgaon Taluka.
The Medical Officer in charge of the Dispensary at Amlner.	Amalner Taluka.
The Medical Officer in charge of the Dispensary at Chalisgaon in East Khandesh District.	Chalisgaon Taluka.

Names or designations of Medical Officers.	Areas.
1	2
The Civil Surgeon, Dhulia	Dhulia Taluka.
The Medical Officer in charge of the Dispensary attached to the Government Central Distillery, Nasik.	The areas covered by the Security Printing Press and the Government Central Distillery at Nasik Road.
The Subordinate Medical Service Officer at Peint.	Peint Peta.
The Subordinate Medical Service Officer in charge of the Municipal Dispensary at Yeola.	Yeola Taluka.
The Assistant to the Civil Surgeon, Poona.	The Municipal Borough of Poona City, Poona cantonment, the Municipal district of Poona Suburban and the villages of Yerandavana, Pashan, Dapori and Hadapsar in the Poona District.
The Subordinate Medical Service Officer in charge Dispensary, Telegaon Dabhade.	Mawal Taluka.
The Medical Officer in charge of the Arsenal and Ammunition Factory Establishments, Kirkee.	The area covered by the Kirkee Arsenal and Ammunition Factories at Kirkee, District Poona.
The Medical Officer, Central Prison, Yeravda.	The Town of Yeravda.
The Medical Officer in charge of the Dispensary at Karad.	Karad Taluka.
The Civil Surgeon, Sholapur ...	Sholapur Taluka.
The Medical Officer in charge of the Municipal Dispensary at Barsi.	Barsi Taluka.
The Civil Surgeon, Belgaum ...	Belgaum Taluka.
The Medical Officer in charge of the Dispensary at Gokak.	Gokak Taluka.
The Medical Officer in charge of the grant-in-aid Municipal Dispensary at Bailhongal.	Sampgaon Taluka.
The Civil Surgeon, Bijapur ...	Bijapur Taluka.

Names or designations of Medical Officers.	Areas.
1	2
The Medical Officer in charge of the Municipal Dispensary at Bagalkot.	Bagalkot Taluka.
The Medical Officer in charge of the Municipal Dispensary at Ilkal.	Municipal District of Ilkal in the Hungund Taluka, District Bijapur.
The Medical Officer in charge of the Local Board Dispensary at Hungund.	Hungund Taluka except the Municipal District of Ilkal.
The Medical Officer in charge of the Dispensary at Gadag.	Gadag Taluka.
The Medical Officer in charge of the Dispensary at Hubli.	Hubli Taluka except the area occupied by the M. & S. M. Railway factories.
The District Medical Officer of the M. & S. M. Railway, Hubli.	The area covered by the M. & S. M. Railway factories in the State of Bombay.
The Medical Officer in charge of the Dispensary at Devgad.	Devgad Taluka.

S. 10 (1) & (4). **G. N., Lab. & H. D., No. 540/48, dated 24th November 1951 (B. G., Pt. I, p. 7710).**

In exercise of the powers conferred by sub-sections (*1*) and (*4*) of section 10 of the Factories Act, 1948 (LXIII of 1948), and in modification of Government Notification, Political and Services Department, No. 352/34, dated the 13th November 1941, read with Government Notification, Labour Department, No. 540/48-II, dated the 30th September 1949, the Government of Bombay is pleased to appoint Dr. N. M. Alreja, M.B.B.S., to be Certifying Surgeon for the purposes of clause (*a*) of sub-section (*4*) of section 10 of the said Act within the limits of Greater Bombay and for the purposes of sub-clauses (*b*) and (*c*) of the said sub-section of the Act within the limits of Greater Bombay and the district of Thana in respect of the class of factories governed by Schedules II, III, IV and VI annexed to Rule 102 of the Bombay Factories Rules, 1950.

S. 10 (1) & (4) (a). **G. N., Lab. & H. D., No. 540/48, dated 24th November 1951 (B. G., Pt. I, p. 7710).**

In exercise of the powers conferred by sub-section (*1*) and clause (*a*) of sub-section (*4*) of section 10 of the Factories Act, 1948 (LXIII of 1948), and in modification of Government Notification, Political and Services Department, No. 352/34, dated 13th November 1941, and in supersession of Government Notification, Political and Services Department, No. 352/34, dated 16th December 1942,

the Government of Bombay is pleased to appoint the undermentioned qualified medical practitioners to be Certifying Surgeons for the purposes of the examination and certification of young persons under the Act within the limits of the areas shown against their names :—

The Medical Officer in charge of the C. R. Wadia Dispensary at Thana.	Village of Mulund in the Thana District.
The Civil Surgeon, Thana ...	Thana Mahal.
The Medical Officer in charge of the Dispensary at Kalyan.	Kalyan Taluka.
The Bombay Medical Service Officer in charge of the Dispensary at Bhiwandi.	Bhiwandi Taluka.
The Medical Officer in charge of Dispensary at Vada.	Vada Taluka of the Thana District.

G. N., Lab. & H. D., No. 671/48, dated 15th July 1950 (B. G., Pt. IV-A, p. 437). S. 84

Whereas the Government of Bombay is satisfied that the leave rules contained in the Bombay Civil Services Rules and applicable to workers in Government Presses in the State of Bombay provide benefits which in its opinion are not less favourable than those for which Chapter VIII of the Factories Act, 1948 (LXIII of 1948), makes provision ;

Now, therefore, in exercise of the powers conferred by section 84 of the said Act, the Government of Bombay is pleased to exempt all Government Presses in the State of Bombay from all the provisions of the said Chapter, subject to the condition that out of the total leave admissible to workers in the said Presses under the Bombay Civil Services Rules, annual leave with wages for the period prescribed under section 79 of the said Act shall be available to them as of right.

G. N., Lab. & H. D., No. 671/48, dated 6th December 1950 (B. G., Pt. IV-A, p. 644). S. 84

Whereas the Government of Bombay is satisfied that the leave rules contained in the Bombay Civil Services Rules and applicable to permanent and temporary workers in the Public Works Department factories in the State of Bombay provide benefits which in its opinion are not less favourable than those for which Chapter VIII of the Factories Act, 1948 (LXIII of 1948), makes provision ;

Now, therefore, in exercise of the powers conferred by section 84 of the said Act, the Government of Bombay is pleased to exempt all Public Works Department factories in the State of Bombay in respect of the said permanent and temporary workers only, from all the provisions of the said Chapter, subject to the condition that out of the total leave admissible to the said workers in the said factories under the Bombay Civil Services Rules, annual leave with wages for the period prescribed under section 79 of the said Act shall be available to them as of right.

G. N., Lab. & H. D., No. 671/48, dated 28th February 1951 (B. G., Pt. IV-A, p. 62). S. 84

Whereas the Government of Bombay is satisfied that the leave rules contained in the Bombay Civil Services Rules and applicable to workers in the Motor Transport Section Workshops of the Police Department of the State of Bombay provide benefits which in its opinion are not less favourable than those for which Chapter VIII of the Factories Act, 1948 (LXIII of 1948), makes provision ;

Now, therefore, in exercise of the powers conferred by section 84 of the said Act, the Government of Bombay is pleased to exempt all Motor Transport Section Workshops of the Police Department of the State of Bombay from all the provisions of the said Chapter subject to the condition that, out of the total leave admissible to workers in the said Motor Transport Section Workshops under the Bombay Civil Services Rules, annual leave with wages for the period prescribed under section 79 of the said Act shall be available to them as of right.

S. 84 **G. N., Lab. & H. D., No. 671/48, dated 18th September 1951 (B. G., Pt. IV-A, p. 436).**

Whereas the Government of Bombay is satisfied that the leave rules contained in Government Resolution, Finance Department, No. 6567/33, dated 28th April 1949, and applicable to workers in Government Central Distillery, Nasik, provide benefits which in its opinion are not less favourable than those for which Chapter VIII of the Factories Act, 1948 (LXIII of 1948), makes provision ;

Now, therefore, in exercise of the powers conferred by section 84 of the said Act, the Government of Bombay is pleased to exempt Government Central Distillery, Nasik, from all the provisions of the said Chapter, subject to the condition that out of the total leave admissible to workers in the said distillery under the leave rules contained in Government Resolution, Finance Department, No. 6567/33, dated 28th April 1949, annual leave with wages for the period prescribed under section 79 of the said Act shall be available to them as of right.

S. 84 **G. N., D. D., No. 671/48, dated 10th November 1952 (B. G., Pt. IV-A, p. 989).**

Whereas the Government of Bombay is satisfied that the leave rules contained in the Bombay Civil Services Rules and applicable to the workers in the Dandeli Saw Mills, Dandeli, provide benefits which in its opinion are not less favourable than those for which Chapter VIII of the Factories Act, 1948 (LXXII of 1948), makes provision ;

Now, therefore, in exercise of the powers conferred by section 84 of the said Act, the Government of Bombay is pleased to exempt the workers of the Dandeli Saw Mills, Dandeli, from all the provisions of the said Chapter, subject to the condition that out of the total leave admissible to workers in the said Mills under the Bombay Civil Services Rules, annual leave with wages for the period prescribed under section 79 of the said Act shall be available to them as of right.

S. 85 **G. N., Lab. & H. D., No. 671/48, dated 27th December 1950 (B. G. 1951, Pt. IV-A, p. 9).**

Amended by G. N., Lab. & H. D., 671/48, dated 8th January 1951.

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXIII of 1948), and in supersession of Government Notification in the Labour Department, No. 671/48, dated the 9th July 1949, the Government of Bombay is pleased to declare—

(*a*) that all the provisions of the said Act shall apply to the Metal Factory and Calendering Works, outside Raipur Gate, Ahmedabad, known as the Valji Bhanji Metal and Calendering Factory ; and

(*b*) that the provisions of the said Act specified in column 3 of the Schedule hereto annexed shall apply respectively to places in the State of Bombay wherein the manufacturing process specified in column 2 of the said Schedule is carried on without the aid of power or is ordinarily carried on and wherein more than nine but less than twenty persons are employed or were employed on any day of the preceding twelve months notwithstanding that the persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner ; provided that any such manufacturing process is not being carried on by the owner only with the aid of his family.

Schedule.

Number of entry.	Manufacturing Process.	Provisions of the said Act.
1	2	3
1	The process of casting, polishing, packing or otherwise adapting type with a view to its use or for sale.	All the provisions of the said Act applicable to factories.
2	The process of hand yarn dyeing with use of lead compounds in the dyeing process.	Do. Do.
3	The process of washing or bleaching or both of cloth manufactured in mills, when carried on as part of or in aid of manufacturing process.	Chapters VI, VII and VIII and sections 6, 7, 11, 12, 13, 16, 17, 18, 19, 39, 40, 42, 45, 88, 89, 107, 108, 109, 110, 111 and 112.
4	The process of manufacturing goods or articles from leather, hides or skin.	Chapters VII and VIII and sections 6, 7, 11, 12, 13, 16, 17, 18, 19, 42, 45, 52, 54, 59, 61, 62, 63, 66, 88, 89, 107, 108, 109, 110, 111 and 112.
5	The process of printing by letter press, lithography, photogravure, book binding or type setting, carried on by way of trade or for the purposes of gain.	Do. Do.
6	The process of manufacturing bread, biscuits or confectionery.	Do. Do.
7	The process of weaving cloth from cotton yarn.	Chapter VIII and sections 6, 7, 11, 12, 13, 16, 17, 18, 19, 40, 42, 45, 52, 54, 59, 61, 62, 63, 66, 88, 89, 107, 108, 109, 110, 111 and 112.
8	The process of dyeing, bleaching, or printing of cloth, yarn or articles or all three.	Chapters VII and VIII and sections 6, 7, 11, 12, 13, 16, 17, 18, 19, 42, 45, 52, 54, 59, 61, 62, 63, 66, 88, 89, 107, 108, 109, 110, 111 and 112.
9	The process of manipulating metal into articles.	Do. Do.
10	The process of breaking, or cleaning or sorting, or grading, or packing of raw gum lumps.	Chapter VIII and sections 6, 7, 11, 12, 13, 16, 17, 18, 19, 42, 45, 52, 54, 55, 59, 61, 62, 63, 66, 88, 89, 107, 108, 109, 110, 111 and 112.
11	The process of manufacturing rubber balloons.	All the provisions of the said Act applicable to factories.
12	The process involving operations declared as dangerous operations under section 87 of the Act, read with the section 120 thereof.	Chapters VII and VIII and sections 6, 7, 11, 12, 13, 14, 16, 17, 18, 19, 42, 45, 52, 54, 59, 61, 62, 63, 66, 87, 88, 89, 107, 108, 109, 110, 111 and 112.

s. 85 **G. N., Lab. & H. D., No. 44/48, dated 26th May 1951 (B. G., Pt. IV-B, p. 1483)**

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to declare that the provisions of Chapters VII and VIII and sections 6, 7, 11, 12, 13, 14, 16, 17, 18, 19, 42, 45, 52, 54, 59, 61, 62, 63, 66, 87, 88, 89, 107, 108, 109, 110, 111 and 112 of the said Act shall apply to the Battery plates making workshop situated at 6, Annesly Road, Off Lamington Road, Bombay known as the Modern Battery Manufacturing Co.

s. 85 **G. N., Lab. & H. D., No. 671/48, dated 19th June 1952 (B. G., Pt. IV-A, p. 592).**

Amended by G. N., Lab. & H. D., No. 671/48, dated 17th September 1952.

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXJII of 1948), the Government of Bombay is pleased to declare that all the provisions of the said Act, shall apply to the premises (including precincts) of the establishments mentioned in column 1 of the Schedule hereto annexed respectively situated in localities mentioned in column 2 thereof.

Schedule.

	Name of Establishment.	Situated at
	1	2
1.	N. Y. Weaving Works	Begumpura, Chidiakui, Surat.
2.	N. M. Twisting Works	Do. do.
3.	J. N. Winding Works	Do. do.
4.	C. P. Winding Works	Do. do.
5.	R. M. Weaving Works	Do. do.
6.	S. R. Weaving Works.	Do. do.
7.	P. M. Winding Works	Do. do.
8.	J. P. Weaving Works	Do. do.
9.	Jupiter Weaving Factory	Delhigate, Falsawadi, Surat.
10.	Kohinoor Weaving Factory ..	Do. do.
11.	Star Processing Works (Winding Department).	Do. do.
12.	Moon Processing Works (Pirn Winding).	Do. do.
13.	Jaswant Weaving Factory ..	Do. do.
14.	Jawahar Weaving Factory ..	Do. do.
15.	Vasant Weaving Factory	Do. do.
16.	Indravadan Weaving Factory ..	Do. do.
17.	Kirit Weaving Factory	Do. do.
18.	Kokila Weaving Factory	Do. do.
19.	Arvind Weaving Factory	Do. do.
20.	Pushpa Weaving Factory	Do. do.
21.	Neptune Processing Works ..	Do. do.
22.	Venus Processing Works	Do. do.
23.	Surya Processing Works	Do. do.
24.	Shakti Weaving Factory (Warping and Winding).	Saghrapura, Hiramodi Sheri, Surat.
25.	N. K. Weaving Factory	Do. do.

Name of Establishment.	Situated at
1	2
26. Raman Weaving Works ..	Swadeshi Rice Mill Compound, Surat.
27. Bhukhan Weaving Works ..	Do. do.
28. Chiman Warping Works	Do. do.
29. Kanti Weaving Works	Do. do.
30. Shantu Weaving Works	Do. do.
31. Jagdish Weaving Works	Do. do.
32. Dhanwant Winding Works ..	Do. do.
33. Dhansukhlal Kantilal Weaving Factory.	Sahgrampura, Panrasheri, Surat.
34. Vadanlal Hasmukhlal Weaving Factory.	Do. do.
35. Desai Silk Weaving Factory ..	Begumwadi, Salabatpura, Surat.
36. Isabhai Ismailbhai Desai Weaving Factory.	Do. do.
37. Manharlal Chimanlal Weaving Factory.	Salabatpura, Sidhisheri, Surat.
38. Paliben Durlabhram Weaving Factory.	Do. do.
39. Jyoti Weaving Works	Nawabwadi, Begumpura, Surat.
40. Urmi Weaving Works (Bobbin Machines)	Do. do.
41. Arvind Weaving Works	Do. do.
42. Indra Weaving Works	Do. do.
43. Vinod Weaving Works	Do. do.
44. Madhu Weaving Works	Do. do.
45. Kailas Weaving Works	Do. do.
46. Kirti Silk Factory	Inderpura, Ambawadi, Surat.
47. Hema Silk Factory	Do. do.
48. Narbheram Lallubhai Ghantiwala's Factory.	Aswanikumar Road, Surat.
49. Ratilal Lallubhai Ghantiwala's Factory.	Do. do.
50. Manjula Warping Factory	Nawagam.

G. N., Lab. & H. D., No. 671/48, dated 16th July 1952 (B. G., Pt. IV-A, p. 853). S. 85.

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to declare that all the provisions of the said Act shall apply to the premises (including precincts) of the establishments mentioned in column 1 of the schedule hereto annexed respectively situated in ties mentioned in column 2 thereof.

Schedule.

Name of Establishment.	Situated at
1	2
(1) Bhagwandas Chunilal Silk Weaving Factory.	Rustampura, Mota Dastoor Street, Surat.
(2) Chhabildas Chunilal Winding and Warping Factory.	Do. do.
(3) Bhagwandas Bhukhandas Silk Weaving Factory.	Do. do.
(4) Kewal Silk Mills	Lal Darwaja, Surat.
(5) R. C. Weaving Works	Do.

S. 85. **G. N., D. D., No. 671/48-I, dated 17th September 1952 (B. G., Pt. IV-A, p. 928).**

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to declare that all the provisions of the said Act shall apply to the premises (including precincts) of the establishments mentioned in the column 1 of the Schedule hereto annexed respectively situated in localities mentioned in column 2 thereof.

Schedule.

Name.	Address.
1.	2
(1) Khantilal Chunilal Weaving Factory ..	Kalipool, Ambawadi, Surat.
(2) Dansukhlal Nathubhai Weaving Factory ..	Do.
(3) Jayantilal Chandulal Winding Factory ..	Do.
(4) Gamanlal Atmaram Sizing Factory ..	Do.
(5) Mohanlal Shivlal Weaving Factory ..	Do.
(6) M. & F.'s Company Weaving Factory ..	Do.
(7) Champaklal Shivlal Weaving Factory ..	Do.
(8) Kanchanlal Shivalal Weaving Factory ..	Do.
(9) M. & N. Company Weaving Factory ..	Do.
(10) Farasram Shivlal Weaving Factory ..	Do.
(11) K. &. F.'s Company Weaving Factory ..	Do.
(12) M. &. K.'s Company Winding Factory ..	Do.
(13) K. &. N.'s Company Winding Factory ..	Do.
(14) Navinchandra Shivlal Weaving Factory ..	Do.
(15) M. &. P.'s Company Weaving and Winding Factory.	Do.
(16) F. & N.'s Company Weaving and Warping Factory.	Do.
(17) M. &. J.'s Company Warping and Winding Factory.	Do.
(18) K. & P.'s Company Weaving Factory ..	Do.

S. 85. **G. N., D. D., No. 44/48, dated 22nd September 1952 (B. G., Pt. IV-A, p. 935).**

Amended by Corrigendum, D. D., No. 44/48, dated 17th November 1952.

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to declare that the provisions of Chapters VII and VIII and sections 6, 7, 11, 12, 13, 14, 16, 17, 18, 19, 42, 45, 52, 54, 59, 61, 62, 63, 66, 87, 88, 89, 107, 108, 109, 110, 111 and 112 of the said Act shall apply to the Battery plates making and electric accumulator manufacturing workshop situated at Prabhatwadi, Love Lane, Mazgaon, Bombay, known as the Shakti Industries Limited.

G. N., D. D., No. 671/48, dated 20th November 1952 (B. G., Pt. IV-A, p. 997). S. 85.

In exercise of the powers conferred by section 85 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to declare that all the provisions of the said Act, shall apply to the places specified in column 2 of the schedule hereto annexed and which are situated in the localities stated in column 3 therein and of which the present occupiers are the persons respectively stated in column 4 and where a manufacturing process connected with Jari industry is being carried on.

Schedule.

Serial No.	Particular of the place.	Locality.	Occupier.
1	2	3	4
1	House No. 1766 ...	Lal Darwaja, Gundi Sheri, Surat.	Chaturbhai Fakirbhai Patel.
2	House No. 1767 ...	Do. do. ...	Ratilal Jagjiwandas.
3	House No. 1767 ...	Do. do. ...	Champaklal Gordhandas.
4	House No. 1767 ...	Do. do. ...	Nathalal Balubhai.
5	House No. 1631 ...	Do. do. ...	Thakorbhai Lalbhai & Company.
6	House No. 1631 ...	Do. do. ...	Thakorbhai Durlabhbhai.
7	House No. 1631 ...	Do. do. ...	Vijubhai Ranchhoddas.
8	House No. 3703 ...	Hathifalia, Begampura, Surat ...	Jekisandas Jamnadas.
9	House No. 3704 ...	Do. do. ...	Nagindas Jamnadas.
10	House No. 3704 ...	Do. do. ...	Hiralal Jamnadas.
11	House No. 3735 ...	Kharadi Street, Surat ...	Bhagwandas Ranchhoddas.
12	House No. 3735 ...	Hathifalia, Begampura, Surat ...	Dahyabhai Motilal.
13	House No. 3667 ...	Hathifalia, Golwad, Begampura, Surat.	Khimchand Bhagwandas.
14	House No. 3667 ...	Do. do. ...	Zaverbhai Bhagwandas.
15	House No. 3667 ...	Do. do. ...	Becharbhai Bhagwandas.
16	House No. 3683 ...	Hathifalia, Begampura, Surat ...	Rangildas Nagindas.
17	House No. 3605 ...	Do. do. ...	Purshottamdas Nagindas.
18	House No. 3931 ...	Kanbisheri, Golwad, Nawapura, Surat.	Dahyabhai Nathubhai.
19	House No. 3931 ...	Do. do. ...	Champaklal Nathubhai.
20	House No. 3944 ...	Do. do. ...	Keshavlal Narottamdas.
21	House No. 3944 ...	Do. do. ...	Sakerlal Narottamdas.
22	House No. 3942 ...	Do. do. ...	Maganlal Jekison.
23	House No. 3942 ...	Do. do. ...	Dayabhai Mulchand.
24	House No. 3942 ...	Do. do. ...	Bhaichand Jagjiwandas.
25	House No. 3806 ...	Kataniwad, Golwad, Surat ...	Nanubhai Jethabhai.
26	House No. 3806 ...	Do. do. ...	Gangaram Balubhai.
27	House No. 1017 ...	Taratia Hanuman Street, Mahidharpura, Surat.	Chimanlal Nathubhai.
28	House No. 1017 ...	Do. do. ...	Ramanlal Dahyabhai.
29	House No. 1017 ...	Do. do. ...	Kantilal Dahyabhai.

G. N., Lab. & H. D., No. 44/48, dated 7th June 1951 (B. G., Pt. IV-A, p. 248). S. 86.

In exercise of the powers conferred by section 86 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the workshops attached to the institutions mentioned in the Schedule appended hereto from all provisions of the said Act other than section 6, Chapter IV and Chapter VI.

Schedule.

(1) School of Industry, Satara.
(2) Sorabji Nusserwanjee Paruck Parsi Polytechnic Institute, Surat.
(3) R. C. Technical Institute, Ahmedabad.
(4) The Indian Technical Education Society's Radio Electric Institute, Bombay.
(5) Birla Vishwakarma Mahavidyalaya, Vallabh Vidyanagar, Anand.
(6) Victoria Jubilee Technical Institute, Matunga, Bombay.
(7) B. V. Bhoomraddi College of Engineering and Technology, Hubli.

S. 86. **G. N., Lab. & H. D., No. 44/48, dated 15th October 1951 (B. G., Pt. IV-A, p. 470).**

Whereas the persons having the control of the institutions specified in the Schedule appended hereto, which are institutions maintained for the purpose of education and training, have submitted for the approval of Government their schemes for the regulation of the hours of employment, intervals for meals and holidays of the persons employed in or attending the institutions specified in the said Schedule ;

And whereas the Government of Bombay is satisfied that the provisions of the schemes are not less favourable than the provisions of the Factories Act, 1948 (LXIII of 1948), relating to hours of work and holidays ;

Now, therefore, in exercise of the powers conferred by section 86 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the workshops attached to the institutions specified in the said Schedule from the provisions of Chapter VI of the said Act.

Schedule.

(1) School of Industry, Satara.
(2) Sorabjee Nusserwanjee Paruck Parsi Polytechnic Institute, Surat.
(3) R. C. Technical Institute, Ahmedabad.
(4) The Indian Technical Education Society's Radio Electric Institute, Bombay.
(5) Birla Vishwakarma Mahavidyalaya, Vallabh Vidyanagar, Anand.
(6) Victoria Jubilee Technical Institute, Matunga, Bombay.
(7) B. V. Bhoomraddi College of Engineering and Technology, Hubli.

S. 86. **G. N., Lab. & H. D., No. 44/48, dated 23rd October 1951 (B. G., Pt. IV-A, p. 480).**

Whereas the Ministry of Defence, Government of India, New Delhi, having the Control of the School of Military Engineering, Kirkee, which is an institution maintained for the purpose of education and training, has submitted for the approval of this Government its scheme for the regulation of the hours of employment, intervals for meals and holidays of the persons employed in or attending the said School ;

And whereas the Government of Bombay is satisfied that the provisions of the scheme are not less favourable than the provisions of the Factories Act, 1948 (LXIII of 1948), relating to hours of work and holidays ;

Now, therefore, in exercise of the powers conferred by section 86 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the said School from all the provisions of the said Act except those of section 6 and Chapter IV.

G. N., Lab. & H. D., No. 44/48, dated 27th December 1951 (B. G., 1952, Pt. IV-A, p. 25). S. 86

Whereas the person having the control of the M. H. Saboo Siddik Institution, Bombay, which is an institution maintained for the purpose of education and training, has submitted for the approval of Government his scheme for the regulation of the hours of employment, intervals for meals and holidays of the persons employed in or attending the said Institution ;

And whereas the Government of Bombay is satisfied that the provisions of the scheme are not less favourable than the provisions of the Factories Act, 1948 (LXIII of 1948), relating to hours of work and holidays ;

Now, therefore, in exercise of the powers conferred by section 86 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the said Institution from all the provisions of the said Act except those of section 6 and Chapter IV ;

G. N., Lab. & H. D., No. 44/48, dated 4th April 1952 (B. G., Pt. IV-A, p. 387). S. 86

Whereas the persons having the control of the institutions specified in column 1 of the Schedule append d hereto, which are institutions maintained for the purpose of education and training, have submitted for the approval of Government their schemes for the regulation of the hours of employment, intervals for meals and holidays of the persons employed in or attending the institutions specified in column 1 of the said Schedule ;

And whereas the Government of Bombay is satisfied that the provisions of the schemes are not less favourable than the provisions of the Factories Act, 1948 (LXIII of 1948), relating to hours of work and holidays ;

Now, therefore, in exercise of the powers conferred by section 86 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the workshops attached to the institutions specified in column 1 of the said Schedule from the provisions of the said Act respectively specified in column 2 of the said Schedule.

Schedule.

Name of the Institution.	Provisions of the said Act.
1	2
(1) Kalabhavan Technical Institution, Baroda.	All provisions except section 6 and Chapter IV.
(2) Topiwala Memorial Technical School, Sawantwadi.	All provisions except section 6.
(3) School of Industry, Satara ...	Chapter IV.
(4) L. D. College of Engineering, Ahmedabad.	All provisions except section 6 and Chapter IV.
(5) New Engineering College, Sangli. ...	Do. do.
(6) Shivaji Technical Institute, Kolhapur.	Do. do.
(7) R. B. Seth P. K. Kothawala Technical School, Patan.	Do. do.
(8) School of Industry, Ratnagiri ...	Do. do.
(9) King Edward VII Technical School, Dhulia.	Do. do.
(10) F. S. Parekh Technical Institute, Surat.	Do. do.
(11) Queen Mary's Technical School, Kirkee, Poona.	Do. do.

S. 86 **G. N., Lab. & H. D., No. 44/48, dated 30th May 1952 (B. G., Pt. IV-A, p. 565).**

Whereas the persons having the control of the institutions specified in column 1 of the Schedule appended hereto, which are institutions maintained for the purpose of education and training, have submitted for the approval of Government their schemes for the regulation of the hours of employment, intervals for meals and holidays of the persons employed in or attending the institutions specified in column 1 of the said Schedule ;

And whereas the Government of Bombay is satisfied that the provisions of the schemes are not less favourable than the provisions of the Factories Act, 1948 (LXIII of 1948), relating to hours of work and holidays ;

Now, therefore, in exercise of the powers conferred by section 86 of the Factories Act, 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the workshops attached to the institutions specified in column 1 of the said Schedule from the provisions of the said Act respectively specified in column 2 of the said Schedule.

Schedule.

Name of the Institution.	Provisions of the said Act.
1	2
(1) Northcote Technical High School, Sholapur.	All provisions except section 6 and Chapter IV.
(2) Government Power Weaving Instructional Institute, Sholapur.	Do.
(3) School of Industry, Hubli.	All provisions except section 6.

S. 86 **G. N., Lab. & H. D., No. S. 21, dated 6th June 1952 (B. G., Pt. IV-A, p. 587).**

Whereas the person having the control of Puj Shikarpur (Sind) Hindu General Panchayat Narishala, Chembur, which is an institution maintained for the purpose of education and training, has submitted for the approval of Government a scheme for the regulation of the hours of employment, intervals for meals and holidays of the persons employed in or attending the said institution ;

And whereas the Government of Bombay is satisfied that the provisions of the scheme are not less favourable than the provisions of the Factories Act, 1948 (LXIII of 1948), relating to hours of work and holidays ;

Now, therefore, in exercise of the powers conferred by section 86 of the Factories Act 1948 (LXIII of 1948), the Government of Bombay is pleased to exempt the workplace attached to the said institution from all provisions of the said Act except section 6.